



## Summary

### Main Features

#### LABOUR STATISTICS NEWS

#### LABOUR THEME PAGE

The ABS **Labour Theme Page**, available on the ABS web site, provides a guide to the range of ABS statistics on the labour market, as well as links to the latest data released. To find the Theme Page, go to <<https://www.abs.gov.au>> (Themes - People - Labour).

#### LABOUR FORCE SURVEY STANDARD ERRORS

The ABS has recently introduced updated standard error models. These models are now used to calculate standard errors for estimates from the Labour Force Survey, and affect the standard error of estimates from November 2002 onwards. For information on sampling error and the standard error models designed by the ABS to simplify the calculation of standard errors for Labour Force Survey estimates, see the technical report in this issue: '**Standard Error Models for the Labour Force Survey**'.

#### CHANGES TO THE 2006 SURVEY OF EMPLOYEE EARNINGS AND HOURS

The two-yearly Survey of Employee Earnings and Hours (EEH) will next be conducted in May 2006. EEH provides statistics on earnings and hours paid for, and on the coverage and pay outcomes of employees on awards, registered agreements and informal arrangements.

The federal government is planning to introduce significant changes to the workplace relations system in the near future, including new arrangements for setting minimum wages and conditions. The proposed changes will have a significant impact on the EEH survey questions relating to pay setting arrangements.

The timing of the implementation of the changes to the workplace relations system is likely to coincide with the conduct of the 2006 EEH survey. Due to the uncertainty surrounding pay setting arrangements during the implementation phase, the ABS is proposing to not collect data on pay setting arrangements in the 2006 EEH survey. The 2006 survey will continue to collect information on the composition and distribution of employee earnings and hours. The survey questions relating to pay setting arrangements will be redeveloped following the implementation of the new workplace relations system and the questions will be reintroduced into the subsequent EEH survey, which is scheduled for May 2008.

#### FREE PUBLICATIONS ON THE WEB

ABS publications are now available free of charge on the ABS web site. This includes Adobe Acrobat and HTML publications such as **Australian Labour Market Statistics**, and the spreadsheets Table 1 **Measures of underutilisation** and Table 2 **Types of Employment 1992-2004**.

#### SUPPLEMENTARY SURVEYS ON LABOUR TOPICS

The Monthly Population Survey comprises the Labour Force Survey and a range of supplementary surveys, which provide detailed information on a range of topics. **Labour Force Experience, Australia** (cat. no. 6206.0) was released on 28 July 2005.

#### ABS EMAIL NOTIFICATION SERVICE

By subscribing to this free service, you will be kept informed via email of the latest releases of ABS products. To subscribe, follow the link from the ABS home page <<https://www.abs.gov.au>>, provide your email address, and select your topics of interest.

#### Recent and upcoming statistical releases

Release date/title of publication	Reference period	Catalogue number
September 2005		
Industrial Disputes, Australia	June quarter 2005	6321.0.55.001
Job Vacancies, Australia	August 2005	6354.0
Labour Force, Australia	August 2005	6202.0
Labour Force, Australia - Detailed Delivery	August 2005	6291.0.55.001
Labour Force Survey Standard Errors	2005	6298.0

Labour Force Survey Standard Errors, Spreadsheets	2005	6298.0.55.001
Wage and Salary Earners, Public Sector, Australia	June quarter 2005	6248.0.55.001
Information Paper: ANZSCO - Australian and New Zealand Standard Classification of Occupations	2005	1221.0
Information Paper: Census of Population and Housing - Proposed Products and Services	2006	2011.0
October 2005		
Australian Labour Market Statistics	October 2005	6105.0
Labour Force, Australia	September 2005	6202.0
Labour Force, Australia - Detailed Delivery	September 2005	6291.0.55.001
Information Paper: Changes to ABS Measures of Employee Remuneration	2005	6313.0
November 2005		
2006 Census of Population and Housing: Nature and Content	2006	2008.0
Average Weekly Earnings, Australia	August 2005	6302.0
Household Expenditure Survey and Survey of Income and Housing, User Guide	2005	6503.0
Household Expenditure Survey and Survey of Income and Housing - Confidentialised Unit Record Files	2003-04	6540.0
Household Expenditure Survey and Survey of Income and Housing - Confidentialised Unit Record Files, Technical Paper	2003-04	6540.0.00.001
Labour Force, Australia	October 2005	6202.0
Labour Force, Australia - Detailed Delivery	October 2005	6291.0.55.001
Labour Price Index, Australia	September quarter 2005	6345.0
Information Paper: ANZSIC 2006 Implementation	2006	1295.0
December 2005		
Barriers and Incentives to Labour Force Participation, Australia	August 2004 to June 2005	6239.0
Education and Work, Australia	May 2005	6227.0
Industrial Disputes, Australia	September quarter 2005	6321.0.55.001
Labour Force, Australia	November 2005	6202.0
Labour Force, Australia - Detailed Delivery	November 2005	6291.0.55.001
Retirement and Retirement Intentions, Australia	August 2004 to June 2005	6238.0
Wage and Salary Earners, Public Sector, Australia	September quarter 2005	6248.0.55.001
January 2006		
Australian Labour Market Statistics	January 2006	6105.0
Job Search Experience, Australia	July 2005	6222.0
Job Vacancies, Australia	November 2005	6354.0
Labour Force, Australia	December 2005	6202.0
Labour Force, Australia - Detailed Delivery	December 2005	6291.0.55.001
Year Book Australia	2006	1301.0

## NOTES

## FORTHCOMING ISSUES

### ISSUE (QUARTER)

January 2006

### Release Date

6 January 2006

## CHANGES IN THIS ISSUE

In this issue of **Australian Labour Market Statistics**, the age groupings in table 1.2 have been revised. The table now presents labour force status by 5 year age groups, and provides a subtotal for the 15-64 year age group.

## DATA CONTAINED IN THIS ISSUE

The statistics shown are the latest available at 15 September 2005. Data sources for the tables in this publication are listed in Appendix 1.

## ELECTRONIC PRODUCTS

The spreadsheets and data cubes referenced in this publication are available on the ABS web site at <<https://www.abs.gov.au>> [AusStats - Publications and Data], then [Data Cubes] or [Time Series Spreadsheets].

## INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Assistant Director, Labour Market Statistics Section, on Canberra 02 6252 7636.

## LABOUR MARKET SUMMARY

### KEY MEASURES

Measure		Series type	Period	Current figure	% change from	
					Previous quarter(a)	Previous year(b)
Employed						
Persons	'000	Trend	Aug 2005	10 056.4	0.7	3.6
Full-time	'000	Trend	Aug 2005	7 187.8	0.6	3.4
Part-time	'000	Trend	Aug 2005	2 868.6	0.7	4.3
Part-time employment as a proportion of total employment	%	Trend	Aug 2005	28.5	(c)0.0	(c)0.2
Unemployed						
Persons	'000	Trend	Aug 2005	527.5	-1.3	-7.1
Looking for full-time work	'000	Trend	Aug 2005	369.4	-2.1	-8.9
Looking for part-time work	'000	Trend	Aug 2005	158.2	0.4	-2.7
Unemployment rate						

Persons	%	Trend	Aug 2005	5.0	(c)-0.1	(c)-0.5
Long-term unemployment						
Persons	'000	Trend	Aug 2005	89.5	-2.7	-24.1
As a proportion of total unemployment	%	Trend	Aug 2005	17.0	(c)-0.2	(c)-3.8
Annual labour underutilisation rates(d)						
Long-term unemployment rate	%	Original	Sep 2004	1.2	na	(c)-0.1
Unemployment rate	%	Original	Sep 2004	5.5	na	(c)-0.4
Underemployment rate	%	Original	Sep 2004	5.6	na	(c)0.0
Labour force underutilisation rate	%	Original	Sep 2004	11.1	na	(c)-0.4
Extended labour force underutilisation rate	%	Original	Sep 2004	12.2	na	(c)-0.3
Children living without an employed parent(e)	%	Original	Jun 2005	14.9	na	(c)-2.3
Labour force participation rate						
Persons aged 15-64 years	%	Original	Aug 2005	75.1	(c)-0.5	(c)1.5
Total	%	Trend	Aug 2005	64.7	(c)0.2	(c)1.2
Actual hours worked						
Aggregate weekly hours	mill. hours	Original	Aug 2005	346.5	0.3	4.2
Average weekly hours - persons	hours	Original	Aug 2005	34.7	0.3	0.0
Average weekly hours - full-time	hours	Original	Aug 2005	42.0	0.0	0.2
Average weekly hours - part-time	hours	Original	Aug 2005	16.9	1.8	1.1
Part-time workers						
Proportion who preferred to work more hours	%	Original	Aug 2005	24.0	(c)-1.1	(c)-2.1
Wage price index						
Total hourly rates of pay excluding bonuses	index no.	Trend	Jun qtr 2005	105.4	1.1	4.0
Average weekly earnings						
Full-time adult ordinary time earnings	\$	Trend	May 2005	1 008.10	1.6	5.8
All employees total earnings	\$	Trend	May 2005	793.60	1.5	5.5
Compensation of employees						
Household income account	\$m	Trend	Jun qtr 2005	104 014	1.9	7.3
Average earnings (National Accounts basis nominal) per week\$		Trend	Jun qtr 2005	915	0.9	3.5
Industrial disputes						
Working days lost	'000	Original	Jun qtr 2005	51.7	14.5	-66.5
Working days lost per 1,000 employees	number	Original	Jun qtr 2005	5.9	13.1	-67.6
Job vacancies						
Australia	'000	Trend	May 2005	151.0	4.6	26.3

na not available

(a) Same period previous quarter (monthly data is presented for the middle month of each quarter).

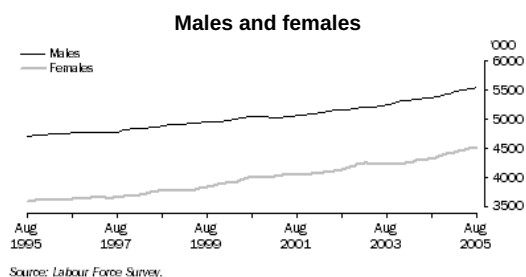
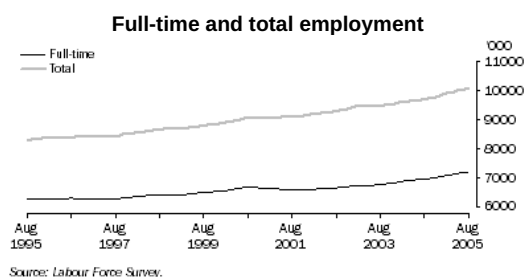
(b) Same period previous year.

(c) Change is in percentage points.

(d) See table 4.1 or the Glossary for further explanation of labour underutilisation rates.

(e) As a proportion of all children aged under 15 years. See the Explanatory Notes for information on family data.

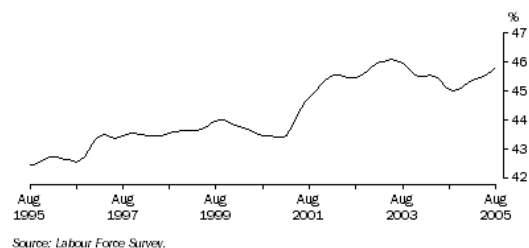
## EMPLOYMENT: TREND SERIES



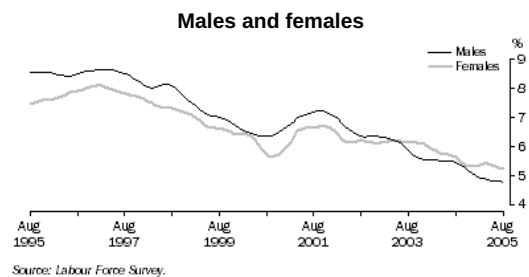
## PART-TIME EMPLOYMENT: TREND SERIES



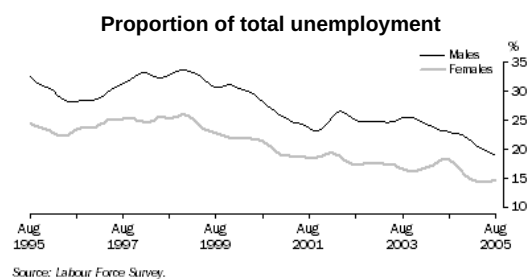
### Proportion of total employment, Females



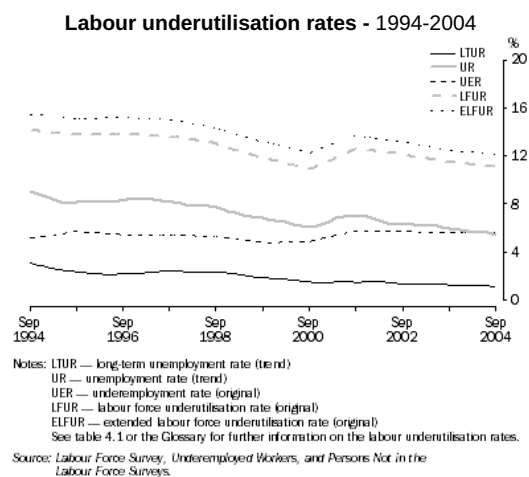
## UNEMPLOYMENT RATE: TREND SERIES



## LONG-TERM UNEMPLOYMENT: TREND SERIES



## UNDERUTILISED LABOUR

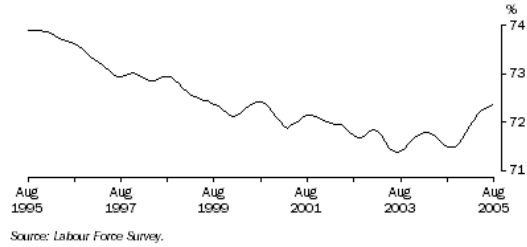


## PARTICIPATION RATE: TREND SERIES

### Persons



### Males

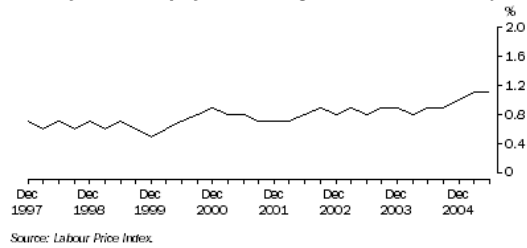


### Females



## WAGE PRICE INDEX: TREND SERIES

### Total hourly rates of pay excluding bonuses, Quarterly change

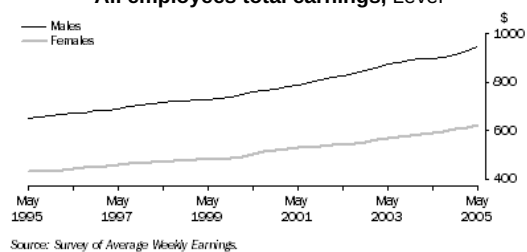


## AVERAGE WEEKLY EARNINGS: TREND SERIES

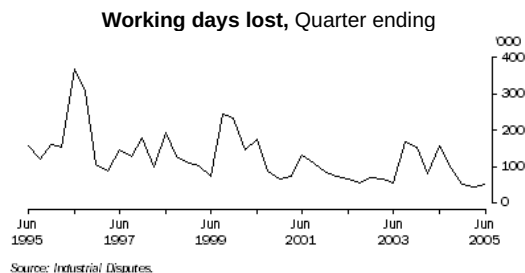
### Full-time adult ordinary time earnings, Quarterly change



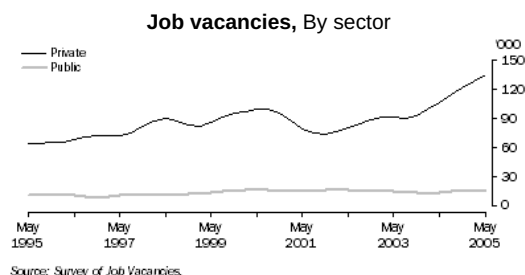
### All employees total earnings, Level



## INDUSTRIAL DISPUTES: ORIGINAL SERIES



## JOB VACANCIES: TREND SERIES



## About this Release

### ABOUT THIS RELEASE

Replaces: Labour Force, Australia 6203.0

This publication is the flagship release for all ABS labour statistics. It draws together data from a range of sources, mostly ABS household and business surveys, to provide an overall picture of the labour market. The key purpose of this publication is to raise awareness of the data available, so that users will be able to use it more effectively.

It contains tables for core data items, presenting the most recent data available at a particular date (rather than relating to a particular reference period). It is also able to be used to announce the release of supplementary surveys and infrequent surveys. Note that, in addition to a brief article in this publication, these would also have separate releases, which would not be delayed by the release in this publication.

The publication is also used to release annual data on Indigenous labour force status, and annual supplementary measures of labour underutilisation. It includes a range of feature articles, both analytical and technical, which will assist users in understanding and interpreting the data and will also promote the range of data available from the ABS labour statistics program. It will be used to announce any changes to labour series or releases.

The publication contains brief explanatory notes, outlining each data source, but referring to the relevant releases, and to Labour Statistics: Concepts, Sources and Methods 6102.0, for more detail.

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## Technical report: Proposals from the review of working arrangements statistics (Feature Article)

### Feature Article: Technical report: Proposals from the review of working arrangements statistics

A shorter version of this article was published in the October 2005 issue of **Australian Labour Market Statistics** (cat. no. 6105.0).

### INTRODUCTION

The ABS recently conducted a review of ABS working arrangements statistics. For the purpose of the review, working arrangements were defined to cover those aspects of a person's employment which describe the nature of the employment relationship (e.g. employee, owner manager, contract or labour hire work), as well as the person's conditions of work (e.g. job duration, working time arrangements, location of work).

During the review consultations were undertaken with a wide range of users. These consultations identified a range of data items for inclusion in the survey program to provide a comprehensive picture of the working arrangements of employed people. The combination of these data items, and proposed changes to the survey program, aim to achieve a set of statistics on working arrangements which is consistent, timely and relevant, and reflects the highest priority needs of users.

This article presents the proposals resulting from the review and is an expanded version of the article published in the October 2005 issue of **Australian Labour Market Statistics** (cat. no. 6105.0).

## PROPOSED DATA ITEMS

The data items that are proposed for inclusion in the survey program were largely drawn from existing surveys that were in scope of the review. Many data items currently available within the survey program will continue to be available, but may be collected in a different survey or with a different frequency. Other data items are new, and will require more development work to determine actual content.

The proposed data items are detailed in **Attachment 1**. Some of the data items listed are subject to further development to determine appropriate categories. Also, some of the terminology used differs from that used in existing ABS collections, and is subject to further discussion. Broadly, the data items have been divided into the following modules:

- Employment type
- Job duration
- Working time arrangements
  - Job flexibility
  - Job stability
  - Job scheduling
- Contract work
- Labour hire
- Locations of work
- Labour mobility and changes in job
- Absence from work.

## Employment Type

Employment Type refers to the classification of employed people according to the nature of the employment relationship or contract. In this classification, owner-managers of incorporated enterprises are identified separately from other employees, with further disaggregations to identify employees **with** and **without** leave entitlements, and employed people working on a contract basis. Two versions of this classification are proposed, with the less detailed version not identifying contract work.

Regular and frequent availability of employment type data was the highest priority user need identified in the review. Currently, employment type data is collected irregularly - around every three years (principally in the Forms of Employment Survey). In response to strong user demand, it is planned to collect the detailed version of Employment Type annually, and the short version quarterly.

To provide a time series for Employment Type, an annual series of the short version was derived for 1992 to 2003 from the Survey of Employee Earnings, Benefits and Trade Union Membership, and was published in the October 2004 issue of **Australian Labour Market Statistics** (cat. no. 6105.0). This time series has been updated with 2004 data and is published as an article '**spotlight on employment type**' in this October 2005 issue of **Australian Labour Market Statistics**.

The Employment Type data will complement the existing Status in Employment classification, where the category 'Employees' includes both owner-managers of incorporated enterprises and other employees. The inclusion of owner-managers of incorporated enterprises in the 'employees' category is consistent with the concepts used in the System of National Accounts, and will continue to be relevant from an economic perspective.

An issue that has emerged recently concerns the terminology used for 'owner-managers of incorporated enterprises'. This terminology follows from usage in documents from the International Labour Organisation. However, the equivalent terminology used in ABS employer surveys (such as the Survey of Employee Earnings and Hours) is 'working proprietors of incorporated businesses'. As consistency between household and business surveys is desirable, users' views will be sought to assist in determining the most appropriate terminology for use in Australia.

Another issue for terminology relates to 'casual' workers. Data on employees (who are not owner-managers of incorporated enterprises) without leave entitlements are often used as a proxy for 'casual' workers. However, there is no precise definition of casuals, and some 'casuals' may have leave entitlements, while some people without leave entitlements may not consider themselves to be 'casual' (this is reflected in responses to the question on whether job is casual, included in the Forms of Employment Survey). The ABS is not proposing to adopt the term 'casuals' for this group of employees in standard output.

## Job duration

Past duration of current job refers to how long a person has been working with their current employer or in their current business. Future duration of current job refers to whether a person expects to be working for their employer or in their current business in the next twelve months and, if not, why not. Past and future duration of current job are important indicators of job security and stability.

Currently, limited information is available quarterly (focussing on whether a person has worked for their current employer for 12 months or more, and with a limited range of reasons why they do not expect to be working for their employer in 12 months time), while the detailed versions are only available irregularly. In the medium term it is proposed to collect full details of past and future duration of current job

quarterly.

### **Working time arrangements**

Working time arrangements are of interest in relation to the flexibility available in a job, the stability of hours (and income), and types of scheduling of work. These issues are of considerable interest to users in themselves, as well as in relation to the implications for other aspects of life (i.e. work and life balance).

The different dimensions of working time arrangements are not easily summarised in single data items, so a set of data items for each of three key aspects has been proposed: job flexibility, job stability, and job scheduling. These sets are based on data items collected in various existing surveys, plus some new data items which will be subject to further development. It is proposed to collect a set of key indicators of working time arrangements at least every three years, so that changes in arrangements can be monitored.

An additional user need was for people's preferences in relation to working time arrangements - whether they were happy with the arrangements they had, or would like different arrangements, for example, that were more secure or more flexible. This aspect will be explored further in the discussion of 'Work and family balance' below.

### **Contract work**

While some information on contract work is currently collected as part of the detailed version of the Employment Type classification (to be collected annually as part of this proposal), there is interest in additional details about contract work, particularly whether self-employed people undertaking contract work are 'dependent' upon their client (in a relationship similar to employee/employer), or are independent. It is proposed to collect data items on the details of contract work on a three-yearly basis.

During the review, feedback was sought on the adequacy of the current data items on dependency of contract workers. While some users thought that the current indicators were adequate for their needs, others suggested additional indicators, including the taxation arrangements that apply. Further investigation will be conducted to see if the current set of indicators can be improved.

### **Labour hire**

There was continuing user interest in data on labour hire workers, even though collecting data on labour hire workers has proven difficult in ABS household surveys in the past. Further investigations will be undertaken to determine if the quality of the data from ABS surveys can be improved. It is planned to collect data on labour hire at least every three years in the revised survey program.

### **Locations of work**

Users gave a lower priority to data about locations of work, although there was interest in obtaining information about the characteristics of people who work from home. At this stage it is planned to keep collecting information about locations of work every six years, but in a reduced form (from what is currently collected in the Locations of Work Survey).

### **Labour mobility and changes in job**

Data currently collected on labour mobility focusses on changes of employer or location, but does not include changes with the same employer at the same location (such as a promotion, change in duties or change in full-time/part-time status). Changes with the same employer are only collected six-yearly, and through a survey that does not include other aspects of labour mobility. Users expressed some interest in obtaining data about all changes in job, including with the same employer. It is planned to modify the two-yearly Labour Mobility Survey to identify changes with employer, as well as changes between employers.

### **Absence from work**

There is user demand for information about the amount and type of leave taken by employees in Australia. Currently, only limited data is collected about absences from work: information about short-term absences from work in the two weeks prior to the survey is collected every three years, while details of long-term absences are collected six yearly. Monthly data are available on the reasons for absence of full-time workers who worked less than 35 hours in the reference week. The option of extending this to reasons for absence for all workers whose actual hours were less than their usual hours will be examined further. This would be the most efficient way of collecting comprehensive data. It would result in estimates of the amount of absence through the difference between actual and usual hours.

Interest in long-term absences from work is concentrated mainly on breaks taken for the birth of a child. It is proposed that data on this aspect be collected six-yearly, although on a slightly different basis to data previously collected.

### **Other data item issues**

#### **Temporary employment**

The ABS will further investigate the concept of temporary employment. As data on temporary employment is often used internationally, it is hoped that an appropriate measure can be developed. If necessary, it may be possible to collect additional data annually to enable the derivation of a temporary employment measure.

#### **Work and family balance**

Many user concerns relating to working arrangements were in the context of how work impacted on other aspects of life, particularly family commitments. There were requests for data on overwork, and on preference for more flexible arrangements. While some relevant data will be available as part of the other topics already listed, it is proposed to include a more comprehensive topic covering these issues in the



survey program on at least a six-yearly basis.

## PROPOSED SURVEY PROGRAM

The ABS household survey program is based on the following vehicles:

- monthly Labour Force Survey (LFS)
- supplementary surveys run in conjunction with the LFS
- Special Social Surveys (SSSs), and
- annual Multi-Purpose Household Survey (MPHS), also run in conjunction with the LFS.

The table below shows the modules and data items proposed for each of these vehicles. The supplementary surveys include Forms of Employment; Pregnancy and Work Transitions; Employee Earnings, Benefits and Trade Union Membership; and Labour Mobility. The Survey of Employment Arrangements, Retirement and Superannuation is a SSS, while the Work and Family Balance Survey is part of the MPHS program.

### Labour Force Survey

The LFS collects key information on labour force status monthly, with an expanded set of questions quarterly. As the LFS is a main economic indicator, changes to the survey are rare, to ensure that the key series are not affected. However, it is hoped that the flexibility provided by computer-assisted interviewing (introduced to the LFS in August 2004) will make it possible to add some questions to the survey in the medium term without impacting on other parts of the LFS questionnaire. Changes would not be introduced before a full assessment of the implications for the key series. The topics that are being considered for possible inclusion in the LFS are:

- the short version of Employment Type (requires addition of questions on entitlement to paid sick and holiday leave) - quarterly
- expansion of the questions on past and future job duration from short to full forms - quarterly, and
- expansion of the questions on absence from work to provide more comprehensive data - monthly.

### Supplementary surveys

There are four supplementary surveys on the current work program that collect data related to working arrangements statistics and will be affected by the proposed changes. All of these surveys are conducted with the November LFS at varying frequencies (generally either three or six yearly). They are: Forms of Employment, Working Arrangements, Locations of Work, and Career Experience.

#### 1. PROPOSED CONTENT OF SURVEY PROGRAM FOR WORKING ARRANGMENT MODULES

Data item	Forms of Employment				SEARS	Labour Force Survey	Pregnancy and Work Transitions	Work and Family Balance	EEBTUM	Labour Mobility
	Core	WTA	Contract	Locations						
Frequency	annual	3 yearly	3 yearly	6 yearly	6 yearly	quarterly	6 yearly	4 yearly	annual	biennial
Employment type - short	*				*	*	*	*	*	*
- identifying contract work	*				*			*		
Duration of current job (past)	*				*	*	*	*		*
Future duration of current job	*				*	*	*	*		*
Job flexibility		*			*			*		
Job stability		*			*					
Job scheduling		*			*					
Contract dependency			*		*					
Renewal of fixed-term contract			*		*					
Labour hire work			*		*					
Locations of work				*	*			*		
Changes in job										*
Absence from work						*				
Pregnancy and work questions							*			
Work and family questions								*		

Note: actual content of new topics yet to be determined - this table indicates possible content

WTA: Working Time Arrangements

SEARS: Survey of Employment Arrangements, Retirement and Superannuation

EEBTUM: Employee Earnings, Benefits and Trade Union Membership

Each of these topics has been developed at a different time and with a different purpose. As a result, they do not provide an integrated set of information, and have some inconsistencies. It is proposed to replace these topics with a core topic conducted each November (based on the Forms of Employment survey, and collecting key indicators including the 'long' version of Employment type), supplemented by modules on other aspects of interest, which will be rotated between years. This approach should give additional flexibility to the survey program. The modules proposed are:

- Working time arrangements - covering the working time arrangements topic described above, including job flexibility, stability and scheduling
- Contract - covering additional aspects of the employment contract, including the contract work and labour hire topics described above, and
- Location - covering the location of work topic described above.

There are other supplementary surveys on the program related to working arrangements. The topic Pregnancy and Work Transitions, scheduled every six years, will not be affected by the proposals. This topic will pick up information on long-term absences of work related to the birth of children. The topic Labour Mobility will continue to be conducted every two years in February, but will be expanded to include changes with employer instead of only changes between employers. The topic Employee Earnings, Benefits and Trade Union Membership will continue to be conducted every year in August, with the only change considered being to not ask owner-managers of incorporated enterprises about paid leave entitlements.

### Survey of Employment Arrangements, Retirement and Superannuation (SSS vehicle)

Through the proposals for the LFS and supplementary surveys, key indicators should be available on a regular basis - many quarterly or annually, with additional detail every three or six years. In addition, there is one Special Social Survey conducted - Survey of Employment Arrangements, Retirement and Superannuation (SEARS) - that provides an opportunity to bring all the indicators together, and will be valuable in supplementing the data from other sources. SEARS will be conducted every six years, and was last conducted in 2000 as the Survey of Employment Arrangements and Superannuation.

SEARS provides for face-to-face personal interviewing, which will allow for more complex questions, and should provide higher quality data than that collected through the LFS and Supplementary Surveys (which are conducted on an Any-Responsible-Adult basis, usually through telephone interviewing). SEARS will include information on education and income, which will be valuable for more detailed analysis. Another advantage of SEARS is that it will collect data on the second jobs that people have, while LFS and supplementary surveys are often restricted to getting details on their main job.

### Work and Family Balance (MPHS vehicle)

The survey program provides only limited information on work and family balance. Rather than try to include extra questions in the supplementary surveys or SEARS, it is proposed to collect information through a topic on the Multi-Purpose Household Survey (MPHS), which is a vehicle that involves personal interviewing, conducted over the telephone. There is scope for topics on this survey to be added or expanded with user funding. The Work and Family Balance topic has been allocated a slot in the 2007-08 MPHS, although the time allocated for questions is very limited at this stage. The frequency of the topic is yet to be determined, but could be four to six-yearly.

The Work and Family Balance topic will look at the impact of work on commitments outside of work, particularly caring responsibilities, as well as the availability and use of flexible working arrangements to balance work and life. As the survey involves personal interviewing, it is suitable for asking questions on details of arrangements, and on personal preferences. It builds on similar topics on work and caring responsibilities conducted as State supplementary surveys (see list in Attachment 2).

### Summary of survey program

Details of the current surveys collecting working arrangement statistics, and how these will be affected by the revised survey program, are included in **Attachment 2**. A range of information on working arrangements is already collected in the monthly Labour Force Survey, and this may be expanded, as explained above. For the other household surveys mentioned above, the following table shows the relationship between the current survey program and the changes proposed for the November supplementary surveys. These proposals are within the current allocation of resources for labour-related surveys on the household survey program.

#### 2A. CURRENT AND PAST SURVEY PROGRAM

Year	Supplementary surveys - November topics	Other surveys scheduled
1996	Career Experience	EEBTUM (August)
1997	none applicable	EEBTUM (August)
1998	Career Experience	Forms of Employment (August), EEBTUM (August)
1999	none applicable	EEBTUM (August)
2000	Working Arrangements	Survey of Employment Arrangements and Superannuation, EEBTUM (August)
2001	Forms of Employment	EEBTUM (August)
2002	Career Experience	EEBTUM (August)
2003	Working Arrangements	EEBTUM (August)
2004	Forms of Employment (core)	EEBTUM (August)
2005	Locations of Work, Pregnancy and Work Transitions	EEBTUM (August)

#### 2B. PROPOSED FUTURE SURVEY PROGRAM

Year	Supplementary surveys - November topics	Other surveys proposed
2006	Forms of Employment + Working Time Arrangements	Labour Mobility (February), EEBTUM (August)
2007	Forms of Employment	EEBTUM (August), SEARS, Work and Family Balance (MPHS)
2008	Forms of Employment + Contract + Locations	Labour Mobility (February), EEBTUM (August)
2009	Forms of Employment + Working Time Arrangements	EEBTUM (August),
2010	Forms of Employment	Labour Mobility (February), EEBTUM (August)
2011	Forms of Employment + Contract, Pregnancy and Work Transitions	EEBTUM (August)
2012	Forms of Employment + Working Time Arrangements	Labour Mobility (February), EEBTUM (August)
2013	Forms of Employment	EEBTUM (August), SEARS, Work and Family Balance (MPHS)
2014	Forms of Employment + Contract + Locations	Labour Mobility (February), EEBTUM (August)

EEBTUM: Employee Earnings, Benefits and Trade Union Membership  
SEARS: Survey of Employment Arrangements, Retirement and Superannuation

### DISSEMINATION

For all of the surveys mentioned, data will initially be released through a publication. In addition, more detailed data will be available through

products such as spreadsheets or datacubes. This represents a change for the supplementary surveys, where the only release currently is through a publication. The expansion of the range of electronic products will make more State/Territory level data available, as well as data for other key classifications, such as Relationship in Household, and Age.

For some surveys, a Confidentialised Unit Record File (CURF) will be released.

The following table summarises the modes of release for each of the surveys.

### 3. MODES OF DISSEMINATION

Survey	Publication	Spreadsheets or datacubes	Confidentialised Unit Record File
Labour Force Survey	Yes	Yes	Yes, for one month a year (in August or February, see below)
Employee Earnings, Benefits and Trade Union Membership	Yes	Yes (proposed)	Yes - every second year (with August LFS)
Labour Mobility	Yes	Yes (proposed)	Yes - every second year (with February LFS)
Forms of Employment (and rotating modules)	Yes	Yes	No
Survey of Employment Arrangements, Retirement and Superannuation	Yes	Yes	Yes
Multi-Purpose Household Survey (Work and Family Balance topic)	Yes	Yes	Yes

### ATTACHMENT 1 - DETAILS OF PROPOSED DATA ITEMS

Note: these are initial proposals only. More work on terminology and classifications will take place before they are finalised.

#### EMPLOYMENT TYPE

Data item	Population of interest	Categories
Employment type - short version	All employed	Employee*  Employee* with paid leave entitlements Employee* without paid leave entitlements  Owner manager  Owner manager of incorporated enterprise Owner manager of unincorporated enterprise  Contributing family worker
Employment type - detailed version, with contract work	All employed	Employee*  Employee* with paid leave entitlements On fixed-term contract Not on fixed-term contract Employee* without paid leave entitlements On fixed-term contract Not on fixed-term contract  Owner manager  Owner manager of incorporated enterprise Undertakes contract work Doesn't undertake contract work Owner manager of unincorporated enterprise Undertakes contract work Doesn't undertake contract work  Contributing family worker

\* Employees excluding owner managers of incorporated enterprises

Notes:

- will analyse data from Forms of Employment November 2004 confirming the categories for the detailed version
- could produce alternative views of Employment Type that focus on contract work, rather than with/without leave entitlements, or incorporated/unincorporated.

#### JOB DURATION

Data item	Population of interest	Categories
Duration of current job - short version	All employed	Worked for employer/in business for 12 months or more Worked for employer/in business for less than 12 months  Under 3 months 3 and under 6 months 6 and under 12 months
Duration of current job - detailed version	All employed	Less than 1 year  Under 3 months 3 and under 6 months 6 and under 12 months  1 and under 2 years 2 and under 3 years

		3 and under 5 years 5 and under 10 years 10 and under 20 years 20 years and over
Expected future duration of current job	All employed	Expects to be working for employer/in business in 12 months time Doesn't expect to be working for employer/in business in 12 months time
Reason does not expect to be working in current job in 12 months - short version	Persons not expecting to be working in current job in 12 months	Voluntary/non-economic  Changing jobs/seeking other employment Returning to study/travel/family reasons Retiring  Involuntary/economic  Seasonal/temporary job Employer or business closing down/downsizing  Other
Reason does not expect to be working in current job in 12 months - detailed version	Persons not expecting to be working in current job in 12 months	Voluntary/non-economic  Return to study/completing study Travel/holiday Maternity/paternity reasons/looking after family member(s) Retiring Changing jobs/seeking other employment  Involuntary/economic  Seasonal/temporary job/fixed contract Employer or business closing down/downsizing Completing current work  Other

## Working time arrangements - including job flexibility, stability and scheduling

### JOB FLEXIBILITY

Data item	Population of interest	Categories
Whether has any say in start and finish times	Employees*	Has some say in start and finish times  Able to choose times day-to-day Times negotiated with employer in advance Other (if needed)  Does not have any say in start and finish times
Whether has a formal system of flexible working hours	Employees* who have some say in start and finish times	Has a formal system of flexible working hours Doesn't have a formal system of flexible working hours
Whether able to work extra hours in order to take time off	Employees*	Able to work extra hours in order to take time off Not able to work extra hours in order to take time off
Whether able to choose when holiday leave is taken	Employees*	Able to choose when holiday leave is taken Not able to choose when holiday leave is taken

\* Employees excluding owner managers of incorporated enterprises

### JOB STABILITY

Data item	Population of interest	Categories
Whether normally works the same number of hours each week	All employed	Normally works the same number of hours each week Hours vary weekly
Whether guaranteed minimum number of hours	Employees* whose hours vary weekly	Guaranteed minimum number of hours No guaranteed minimum number of hours
Whether extra hours worked (overtime)	Employees* who have regular hours	Overtime worked Paid overtime Overtime included in salary package Overtime taken as time off in lieu Unpaid overtime Other arrangements Overtime not worked
How far in advance is schedule known?	Employees* whose hours vary weekly	<i>to be determined</i>
Whether earnings vary	Employees*	Earnings vary Earnings do not vary
Whether self-identified as a casual	Employees*	Self-identified casual Did not identify as casual
Whether receives a casual loading	Employees*	Receives a casual loading Doesn't receive a casual loading

\* Employees excluding owner managers of incorporated enterprises

## JOB SCHEDULING

Data item	Population of interest	Categories
Whether worked weekdays and/or weekends	All employed	Weekdays only Weekends only Weekends and weekdays
Whether worked any hours between 7pm and 7am	All employed	Worked between 7pm and 7am Didn't work between 7pm and 7am
How many days of the week at work	All employed	1 to 7
Whether worked shift work	Employees*	Worked shift work Did not work shift work

\* Employees excluding owner managers of incorporated enterprises

## CONTRACT WORK

Data item	Population of interest	Categories
Whether able to undertake more than one contract	Owner-managers who undertake contract work	Able to undertake more than one contract Not able to undertake more than one contract
Whether able to (sub) contract	Owner-managers who undertake contract work	Able to (sub) contract Not able to (sub) contract
Reason can't (sub) contract	...	Part of employment contract/conditions Nature of work Other
Whether prevented from working for multiple clients	Owner-managers who undertake contract work	Prevented from working for multiple clients Not prevented from working for multiple clients
Who has authority over working procedures	Owner-managers who undertake contract work	Owner-manager has control over working procedures Owner-manager does not have control over working procedures (more detailed options available in SEAS)
Dependence on client	Owner-managers who undertake contract work	In some way dependent on client Not dependent on client
Whether set completion date	All employees*, owner-managers undertaking contract work?	
Whether expect fixed-term contract to be renewed	Employees* on a fixed-term contract	Yes No

\* Employees excluding owner managers of incorporated enterprises

## LABOUR HIRE

Data item	Population of interest	Categories
Whether found job through an employment agency/labour hire firm	All employed	Found job through an employment agency/labour hire firm Didn't find job through an employment agency/labour hire firm
Whether still registered with the same agency/firm	Persons who found job through an employment agency/labour hire firm	Still registered with same agency/firm No longer registered
Whether paid by the agency/firm	Persons still registered with the same agency/firm	Paid by the employment agency/labour hire firm

## LOCATIONS OF WORK

Data item	Population of interest	Categories
Locations of work - short version	All employed	Own home Business premises (including another home) Travelling Other
Locations of work - detailed version	All employed	Own home Another home  Employer or client's home Another home  Business premises  Employer or client's workplace Own workplace Other workplace  Travelling Other
Whether has arrangement with employer to work at home	Employees* who work at own home	Has arrangement with employer to work at home Doesn't have arrangement with employer to work at home
Main reason for working from home	Employees* who work at own home	Wanted office at home/no overheads/no rent Childcare/family considerations Flexible working arrangement

		To catch up on work Condition of employment To operate farm Other
Use of information technology in job at home	Employees* who work at own home	Use information technology in job at home Use computer only Use internet Do not use information technology in job at home

\* Employees excluding owner managers of incorporated enterprises

## CHANGES IN JOB

Data item	Population of interest	Categories
All changes in work with current employer in last 12 months	Employees* who have been with their employer for 12 months or more	Promoted Transferred Change in hours Changed location New, different or extra duties More responsibility Had no change in work
All types of training received in last 12 months	Employees* who have been with their employer for 12 months or more	Studied or attended formal training  Studied for an educational qualification Attended formal training course(s)  Had non-formal training  Had on-the-job training Had other training  Did not study or attend formal training
Training supported by employer	Employees* who had studied or attended formal training	Employer provided assistance Employer did not provide assistance

\* Employees excluding owner managers of incorporated enterprises

Note: will get occupation and full-time/part-time status 12 months ago for persons who have been with their employer for over 12 months, and have experienced a change in that time.

## ABSENCE FROM WORK

Data item	Population of interest	Categories
Whether worked less than usual hours	All employed	Worked less than usual hours  Leave, holiday or flexitime, personal reasons Own illness or injury Bad weather, plant breakdown Began or left a job in the reference week Stood down, on short time, insufficient work Shift work, standard work arrangements Other reasons  Didn't work less than usual hours
Amount of absence (difference between usual and actual hours)	Employed persons working less than usual hours	Did not work in reference week Worked part of reference week

## ATTACHMENT 2 - DETAILS OF CURRENT SURVEYS AND IMPLICATIONS OF NEW SURVEY PROGRAM

Survey or topic	Proposed changes
Forms of Employment	Core module to become annual. Other aspects picked up in the Contract module (covering contract work and labour hire).
Working Arrangements (discontinued)	Most aspects picked up in the Working time arrangements module. Absences to be replaced by absence data in the LFS. Information on caring for children to be picked up in the Work and Family Balance topic on the MPHS.
Locations of Work (discontinued)	Core information to be collected in the Locations of work module.
Career Experience (discontinued)	Changes with employer to be picked up in Labour Mobility survey. Absences at the birth of a child picked up in Pregnancy and Work Transitions. Information on other long-term absences and whether performance formally assessed to be dropped.
Pregnancy and Work Transitions	No change
Labour Mobility	Information on changes in location to be dropped. Information on changes with employer to be added.
Employee Earnings, Benefits and Trade Union Membership	Few changes, but Employment Type to be derived, and questions on paid leave entitlements not asked of owner-managers of incorporated enterprises.
Survey of Employment Arrangements, Retirement and Superannuation	Questions to be consistent with those to be collected in the November modules.
Labour Force Survey(a)	Extend the range of data items collected quarterly to include the short version of employment type, the full version of past and future job duration. Expand questions on absence to be comprehensive.

(a) Changes would not be introduced before a full assessment of the implications for the key series.

Also, the following surveys will be drawn on for the content of the Work and Family Balance topic:

- **Managing Caring Responsibilities and Paid Employment, NSW, October 2000** (cat. no. 4903.1)
- **Managing Paid Employment and Unpaid Caring Responsibilities, Queensland, October 2002** (cat. no. 4903.3)
- **Balancing Work and Caring Responsibilities, Tasmania, October 1999** (cat. no. 4903.6).

# Job starters (Feature Article)

## Feature Article: Job starters

This article was published in the October 2005 issue of **Australian Labour Market Statistics** (cat. no. 6105.0).

### INTRODUCTION

The ABS collects information on people who have started a job in the last 12 months, including information on the characteristics of these people (e.g. age, sex, and information on the type of employment) and the job search techniques which have proved successful in attaining a job. Information obtained on job starters is useful in analysing policy issues such as how to help unemployed people find work. Information on whether these people are taking up part-time work or full-time work is also useful when examining transitions from non-employment to employment.

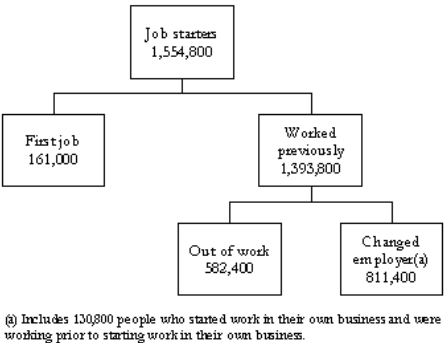
This article examines the characteristics of job starters with particular focus on the steps taken to attain work. It uses data from the Job Search Experience survey (JSE) which is conducted annually in July as a supplement to the monthly Labour Force Survey (LFS). **(end note 1)** Further results may be found in **Job Search Experience, Australia** (cat. no. 6222.0).

### JOB STARTERS

In July 2004, there were 1.6 million employed people who had started their current job in the previous 12 months (job starters). Just over half (52%) changed employer or business to start that job, while 37% were out of work (either unemployed or not in the labour force and had previously held a job for two weeks or more) prior to starting that job and 10% were starting their first job.

Those job starters beginning their first job could also be considered to have been out of work prior to starting their current job, given that they were either unemployed or not in the labour force before commencing their current job. However, their absence of previous work experience (not having held a job for two weeks or more) differentiates them from other job starters. Under the framework on which this article is based, they are treated as a separate population group (see figure 1).

1. CONCEPTUAL FRAMEWORK, Job starters

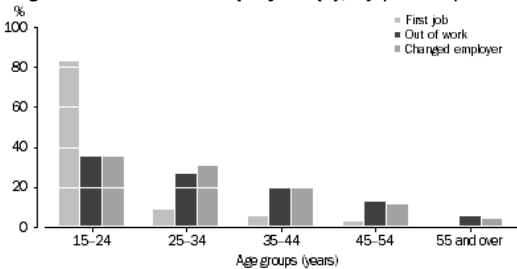


Job starters can also be classified into those who have started working for an employer (employees) and those who started work in their own business. The majority (87%) of job starters are employees, and employees will be the main focus of this article.

### EMPLOYEES

In July 2004, there were 1.4 million job starters who were employees (i.e. they worked for an employer). These people tended to be young, with 41% (548,800 people) aged 15-24 years and 27% (362,400 people) aged 25-34 years. This was the same irrespective of whether job starters were out of work prior to starting their current job, or whether they changed employer (see graph 2). In contrast, of those job starters who were starting their first job, just over four-fifths (83%) were aged 15-24 years.

2. Age distribution of employees(a), By prior experience



Just over half (53%) of job starters (who were employees) had completed a non-school qualification. Of those who had completed a non-school qualification, 39% had completed a bachelor degree or higher and a further 31% had completed a certificate III or IV.

### Full-time/part-time work

Nearly two-thirds (65%) of job starters (who were employees) obtained full-time work. Job starters who changed employer were more likely to obtain or continue with full-time work (74%) than those who were out of work prior to starting their current job (59%) and first job starters (41%).

Men were more likely to obtain full-time work than women, with 78% of male job starters starting full-time work compared with 51% of female job starters. Overall, men accounted for 63% of all full-time job starters, while women accounted for 67% of all part-time job starters.

About 59% of first job starters obtained part-time work, reflecting the relatively high participation of young people in education and their tendency to combine work with study. Close to two-thirds (63%) of all first job starters aged 15-19 years and a quarter (25%) of all those aged 20-24 years were engaged in full-time education.

### Preference for more hours

In July 2004, nearly four out of every ten (38%) job starters who usually worked part-time indicated that they would prefer to work more hours than they currently worked (see table 3). Close to half (47%) of the men who usually worked part-time wanted more hours compared to 34% of women. A higher proportion of job starters who were out of work prior to starting their current job preferred more hours (43%) compared to other job starters (36% for those who changed employer and 32% for first job starters).

Job starters who usually work part-time are more likely to prefer more hours of work than all employees who work part-time. In July 2004, 38% of job starters preferred more hours compared with 28% of all employees in August 2004. This suggests that some job starters are taking jobs that may not accommodate their preferred working arrangement, but which may be preferable to their current arrangement. Such work may be an interim measure in helping them find a job with the number of hours they would prefer.

### 3. Proportion of part-time workers who prefer more hours

	Job starters who usually work part-time(a)			Total %	Employees who work part-time(b) %
	First job %	Out of work %	Changed employer %		
Males	38.7	54.3	42.4	46.7	36.3
Females	27.0	36.8	33.2	33.8	24.6
Persons	31.8	42.6	35.9	38.1	27.7

(a) Job Search Experience Survey, July 2004.

(b) Dataset constructed from the Labour Force Survey and Survey of Employee Earnings Benefits and Trade Union Membership, August 2004.

### Looking for work

In the 12 months to July 2004, 862,300 job starters (64%) looked for work before being offered their current job, while a further 491,000 job starters (36%) did not look for work (i.e. they were offered the job by their employer without looking for work). Of those who did look for work, 91% looked for less than one year, with over half of these people (57%) finding work in under two months.

Job starters who were working prior to their current job found their new job more quickly than those who were not working. Close to two-thirds (65%) of job starters who looked for less than one year and changed employer found work in under two months, compared with 54% of those who were out of work prior to starting their current job and 46% of people starting their first job.

### Active steps taken to attain job

The ABS collects information on the steps that job starters use to attain a job for those employees who 'approach an employer'. Of the 1.4 million job starters who started working for an employer in the 12 months to July 2004, 75% (one million people) had taken steps to obtain their job. **(end note 2)** The remaining 25% had not taken steps to look for work but had been approached by their current employer. In the following summary, passive steps (such as looked in newspapers) have been excluded and only active steps are discussed. **(end note 3)**

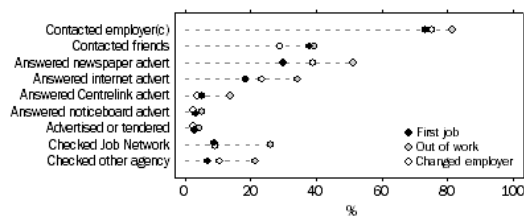
The most common active step taken to obtain work by all job starters who approached employers in the 12 months to July 2004 was 'Contacted employer' (wrote, phoned or applied in person) with 78% of job starters (who approached an employer) using this step. The next most common step was 'Answered newspaper advertisement' (43%), followed by 'Contacted friends or relatives' (34%) and 'Answered internet advertisement' (27%). These steps were the same for men and women, however men were more likely to have contacted friends or relatives (38%) than women (31%).

There was a slight difference between the job search steps for older job starters (those aged 55 years and over) and other job starters. Older job starters were more likely to check with a Job Network agency (21%) or check with another employment agency (15%) before they answered an internet advertisement (14%) as a step to attain work.

Job starters who were out of work prior to starting their current job were more likely to have undertaken each of the active steps than first job starters and those who changed employer (see graph 4). The difference was most marked when it came to contacting employers, checking with a Job Network or other employment agency, and answering a newspaper or internet advertisement.

### 4. Active steps taken to attain job(a), Prior experience of job starters(b)





(a) As responses were collected for all steps taken to attain a job, job starters may have been counted in more than one category. (b) Who approached an employer. (c) Wrote, phoned or applied in person.

## EMPLOYED IN OWN BUSINESS

Of the 201,600 job starters who began employment in their own business, almost two-thirds (64%) were men. Most job starters employed in their own business were aged either 25-34 years (31%) or 35-44 years (33%). Nearly all (96%) job starters employed in their own business had previous employment experience prior to starting their business (that is, they were not starting their first job). Close to one-third (31% or 62,100 people) of all job starters employed in their own business were out of work prior to starting their current business.

## FURTHER INFORMATION

For further information about the statistics on job starters in Australia, please contact Assistant Director, Labour Market Statistics on Canberra (02) 6252 5613.

## END NOTES

1. In July 2002, the Job Search Experience survey replaced two supplementary surveys: Successful and Unsuccessful Job Search Experience; and Job Search Experience of Unemployed Persons. See **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001), available from the ABS web site, for further information about these surveys <<https://www.abs.gov.au>>. [<Back](#)
2. Includes 26,200 job starters who did not take any steps to attain a job, but indicated that they had approached an employer. [<Back](#)
3. As responses were recorded for all steps taken to attain a job or find work, people may appear in more than one category. For job starters, refers to all steps taken to attain a job, not only the steps taken to attain their current job. [<Back](#)

# Comparison of ABS measures of employee remuneration (Feature Article)

## Feature Article: Comparison of ABS measures of employee remuneration

This article was published in the October 2005 issue of **Australian Labour Market Statistics** (cat. no. 6105.0).

## INTRODUCTION

Statistics on employee remuneration are in demand from a wide range of users, including economic analysts, social researchers, policy makers, and employer and employee associations. The ABS publishes a number of measures relating to the remuneration of employees, to meet the different needs of users. These measures include average weekly earnings, changes in the price of labour, and compensation of employees.

The variety of measures available can sometimes lead to misunderstanding and misapplication. The choice of measure will depend on what type of analysis is being undertaken. This article explores the differences between the various measures of employee remuneration.

## MEASURES OF EMPLOYEE REMUNERATION

Three distinct measures of employee remuneration are discussed in this article: earnings; changes in the price of labour; and compensation of employees. Each measure is outlined below.

### Earnings

Estimates of the level of earnings are produced from a number of surveys: the Survey of Average Weekly Earnings (AWE); the Survey of Employee Earnings and Hours (EEH); and the Survey of Employee Earnings, Benefits and Trade Union Membership (EEBTUM).

The AWE survey is one of the major sources of data on earnings, and is designed to provide a quarterly measure of the level of earnings. Three earnings series are produced from AWE:

- average weekly ordinary time earnings for full-time adults;

- average weekly total earnings for full-time adults; and
- average weekly total earnings for all employees.

While the AWE survey provides a frequent time series, data are only available for full-time adult employees and all employees, and can only be cross-classified by a small number of variables, such as sex, state, sector, and industry. The EEH and EEBTUM surveys provide additional detail, although on a less frequent basis.

The EEH survey is run every two years and provides a large number of variables important in the analysis of weekly earnings, including: managerial/non-managerial status; state; sector; level of government; industry; occupation; employer size; sex; full-time/part-time status; adult/junior status; and type of employee (e.g. permanent/fixed-term contract or casual). The EEH survey therefore supplements AWE survey data by providing detailed information on the composition and distribution of employee earnings and hours.

The annual EEBTUM survey is a household survey, in contrast to the AWE and EEH surveys which are business surveys. The EEBTUM survey, which is conducted as a supplement to the monthly Labour Force Survey, collects weekly earnings data cross-classified by a range of socio-demographic information, including: sex; age; marital status; relationship in household; geographic region; school attendance; birthplace and year of arrival in Australia. The EEBTUM survey also collects details about the type of employment, including: occupation; industry; hours worked; full-time or part-time status; sector; size of workplace and leave entitlements.

While the EEH and EEBTUM surveys are run less frequently than the AWE survey, they are a valuable source of information as they enable detailed analysis of earnings levels.

### Changes in the price of labour

Information on changes in the price of labour is available from the quarterly Labour Price Index (LPI). The LPI is compiled from information collected from businesses on changes in wage and non-wage costs. Information collected on wages is used to produce a Wage Price Index (WPI).

The WPI was first compiled for the September quarter 1997 and is the main ABS measure of changes in wages. The WPI measures quarterly changes over time in the cost to an employer of employing labour, and is unaffected by changes in the quality or quantity of work performed.

The ABS publishes four wage price indexes each quarter. The headline WPI series is the index of total hourly rates of pay excluding bonuses. This series excludes bonus payments (which generally relate to the individual performance of the employee or to the organisation's performance), and so represents a pure price measure for combined ordinary time and overtime hourly rates of pay.

### Compensation of employees

Compensation of employees (CoE) is a quarterly measure of the total remuneration paid to employees in return for work done and is published as part of the national accounts. Compensation of employees is a broader measure than earnings as it includes irregular payments (e.g. annual bonuses) and social contributions paid by the employer (e.g. severance, termination and redundancy payments; employer superannuation contributions; and workers compensation premiums). These payments are excluded from measures of earnings, which have a narrower focus.

A quarterly measure of the average CoE per employee, known as Average Earnings National Accounts (AENA), is produced by dividing the total compensation of employees for the quarter by the total number of employees. The total number of employees is estimated using Labour Force Survey data, calculated as an average of the three months in each quarter. Some adjustments are made to this estimate of employment.

Two measures of AENA are produced: average non-farm compensation per employee; and average compensation per employee. The average non-farm compensation per employee estimate is the key series, as it is a more stable estimate. This is because employee earnings in the agricultural sector can fluctuate due to seasonal effects.

## SUMMARY OF THE SURVEYS AND THEIR KEY SERIES

The following table provides a comparison of each of the surveys discussed. It outlines the key series produced, what each survey is designed to measure, the frequency and type of data source, the benefits and limitations of each survey, and the related publication.

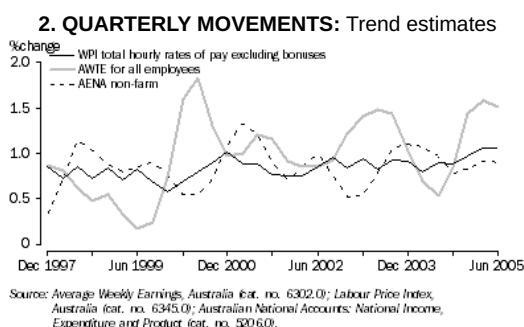
### 1. Survey Summary

	AWE Survey	EEH Survey	EEBTUM Survey	LPI	CoE
Key series produced	Average weekly total earnings (AWTE) for full-time adult employees and all employees. Average weekly ordinary time earnings (AWOTE) for full-time adult employees.	Average weekly earnings for all employees. Average weekly earnings for full-time adult non-managerial employees.	Median and mean weekly earnings of full-time, part-time and all employees.	Labour Price Indexes. Wage Price Index (WPI) of total hourly rates of pay excluding bonuses.	Non-farm Average Earnings National Accounts (AENA).
Designed to measure	Level estimates of weekly earnings and the distribution of earnings.	Level estimates of weekly and hourly earnings and the distribution of earnings.	Level estimates of earnings and the distribution of earnings.	Changes in the price of labour.	Level estimates of average compensation of employees.

Frequency/type of data source	Quarterly business survey.	Two-yearly business survey.	Annual household survey.	Quarterly business survey.	Quarterly national accounts series based on quarterly business surveys.
Benefits	Quarterly time series (original, seasonally adjusted and trend estimates available).	Provides detailed job information allowing analysis by industry, occupation, hourly rates etc. Source of distributional data (e.g. quartiles).	Provides detailed demographic and job information. Source of distributional data (e.g. medians).	Provides estimates of wage and non-wage inflation.	Broad measure of remuneration.
Limitations	Few cross-classificatory items.	Survey run infrequently (two-yearly).	Only provides average weekly total earnings (no series on ordinary time earnings). Includes payments not related to the period of work performed (e.g. backpay and pay in advance).	No level estimates or in-depth cross-classificatory items.	Few cross-classificatory items.
Publication	Average Weekly Earnings, Australia (cat. no. 6302.0)	Employee Earnings and Hours, Australia (cat. no. 6306.0)	Employee Earnings, Benefits and Trade Union Membership, Australia (cat. no. 6310.0)	Labour Price Index, Australia (cat. no. 6345.0)	Australian National Accounts: National Income, Expenditure and Product (cat. no. 5206.0)

## COMPARISON OF REMUNERATION MEASURES

There are a number of series available from the surveys discussed. These series highlight different aspects of remuneration and tend to exhibit quite different movements. Graph 2 illustrates how the quarterly measures of remuneration differ for the period December quarter 1997 to June quarter 2005. It highlights the quarterly changes for total hourly rates of pay excluding bonuses (WPI), non-farm Average Earnings National Accounts (AENA) and Average Weekly Total Earnings (AWTE) for all employees from the AWE survey.



The WPI series is more stable than the other series. Unlike the other series, the WPI is specifically designed to provide movement estimates of the changing price of labour.

The WPI is unaffected by changes in the quality and quantity of work performed, such as changes in the composition of the labour force, the number of hours worked, or the characteristics of employees. The WPI only reflects changes which are a response to market prices and so provides a pure measure of wage inflation. The WPI is therefore recommended when measuring changes in wages.

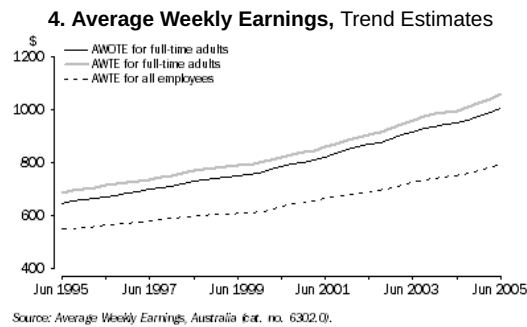
In contrast to the WPI, the estimates of movements in AWTE and AENA (as shown in graph 2) show considerable volatility. Unlike the WPI, these two measures are affected by factors such as compositional change and hours worked.

While there is some volatility in the movements of AWTE and AENA, which is to be expected, the estimates of the level of earnings show a lot less volatility, and provide a valuable time series of earnings data. Graph 3 shows level estimates of AWTE for all employees and non-farm AENA, for the period June 1995 to June 2005.



While the two series in graph 3 generally show consistent increases over time, there are differences in the levels. The AENA estimate is higher than AWTE as AENA includes irregular payments (e.g. bonuses) and other payments, such as employers' social contributions, which are excluded from the AWTE. There are also differences in the reference period used. The AWE survey has a one week reference period in the middle of the quarter, while AENA is based on the entire quarter.

The AWE survey also provides information for full-time adult employees, which give a different insight into earnings. Graph 4 shows a time series of level estimates from AWE for average weekly ordinary time earnings (AWOTE) for full-time adults, AWTE for full-time adults and AWTE for all employees, for the period June 1995 to June 2005.



Graph 4 shows that the estimate of AWTE for full-time adult employees is consistently higher than the other two series. This is because it includes the earnings of full-time adults and their overtime earnings. In contrast, the AWTE series for all employees is lowest as it includes the earnings of part-time and junior employees, who receive lower pay on average than full-time adult employees.

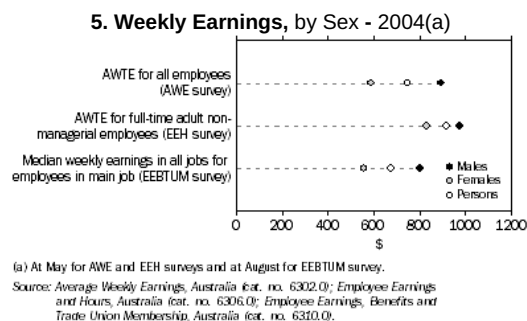
The AWOTE for full-time adults series is generally considered the more stable earnings series due to the exclusion of overtime and part-time and junior employees. The amount of overtime and the mix of part-time and junior employees can fluctuate with changing seasonal and economic conditions.

The divergence in the AWTE series for all employees and the earnings series for full-time adults since the early 1990s reflects the increasing number of people working part-time. This increase in part-time employment has resulted in the AWTE series increasing at a slower rate, reflecting the lower earnings of part-time employees when compared with full-time employees.

While the AWE survey provides a long time series of earnings, the EEH and EEBTUM surveys provide an additional level of detail. For example, the median weekly earnings series published from the EEBTUM survey removes the effects of outliers, while the EEH survey provides data for managerial and non-managerial employees.

EEH data can be used to examine different population groups. One way of standardising for differences between groups (e.g. men and women) is to select a subset of employed people with similar earnings characteristics. Full-time adult non-managerial employees (see graph 5) is often chosen as the standard for several reasons. Firstly, the occupational profiles of part-time and full-time employees can be very different, so it may be useful to exclude part-time employees. Secondly, adult and junior rates of pay can differ widely, and high managerial earnings can also distort means. Lastly, managerial employees are generally not paid an hourly rate, so comparing hourly earnings between managerial and non-managerial employees may not be meaningful.

Graph 5 compares AWTE for all employees from the AWE survey, AWTE for full-time adult non-managerial employees from the EEH survey, and median weekly earnings for all employees in their main job from the EEBTUM survey. The graph illustrates the differences in the measures. Since the estimates can vary quite markedly depending on the population being included, it is important to choose the most appropriate measure for analysis.



## CONCLUSION

Each of the measures of employee remuneration produced by the ABS is designed for a specific purpose. The Wage Price Index is the headline measure of wage inflation, the AWE measures provide a long time series of estimates of average weekly earnings, and AENA provides a broader view of remuneration. This information is complemented by the less frequent EEH and EEBTUM measures which provide estimates of earnings alongside socio-demographic and employee characteristics, enabling users to examine various aspects of the labour market in greater depth. The decision on which measure, or measures, to use depends on the analysis being undertaken.

## FURTHER INFORMATION

For further information please contact the Assistant Director, Labour Market Statistics on Canberra (02) 6252 5783. More information on the measures and surveys discussed in this article can also be found in **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001).

# Technical report: Standard error models for the Labour Force Survey (Feature Article)

## Feature Article: Technical report: Standard error models for the Labour Force Survey

This article was published in the October 2005 issue of **Australian Labour Market Statistics** (cat. no. 6105.0).

## INTRODUCTION

Estimates from the Labour Force Survey (LFS) are based on information collected from people in a sample of dwellings rather than the entire population. Hence the estimates produced may differ from those that would have been produced if the entire population had been included in the survey. The most common measure of the likely difference (or 'sampling error') is the standard error. It is important to take these standard errors into consideration when using LFS estimates as they give an indication of the level of accuracy of the estimate.

The ABS has recently introduced updated standard error models which are used to calculate standard errors for estimates from the LFS. These new models are applicable to estimates from November 2002 onwards, coinciding with the introduction of the new LFS sample design based on the 2001 Census.

This article briefly describes sampling error and the standard error models designed by the ABS to simplify the calculation of standard errors for LFS estimates.

More details can be found in the publication **Labour Force Survey Standard Errors** (cat. no. 6298.0) released on 8 September 2005. A spreadsheet which incorporates the standard error models has been developed to allow users to quickly calculate a standard error and relative standard error for any estimate from the LFS. This **spreadsheet** (cat. no. 6298.0.55.001) is available free from the ABS web site.

## RELIABILITY

Survey estimates are subject to two types of error: non-sampling error and sampling error.

Non-sampling error arises from imperfections in reporting, recording or processing of the data. This type of error is difficult to quantify and there are no standard measures of non-sampling error produced for ABS surveys. Every effort is made in the design and operation of the LFS to minimise non-sampling error.

Sampling error is the difference between the estimate obtained from a particular sample and the value that would be obtained if the whole population were enumerated under the same procedures. The most commonly used measure of sampling error is the standard error. The standard error of an estimate is a measure of the variation among the estimates from all possible samples, and thus a measure of the precision with which an estimate from a particular sample approximates the average over all possible samples.

## STANDARD ERROR MODELS

Separate standard errors could be calculated for each individual LFS estimate for each time period. However, this would be costly; would require information on the sample design; and would require access to the unit record data. To simplify calculation of standard errors (and to save costs), models have been fitted to standard errors calculated using the group jack-knife method for estimates of employed, unemployed and not in the labour force (for a particular period). These models are then used to calculate standard errors for other periods using only information on the size and type of the estimate for which the standard error is required.

The standard error of an estimate generally increases with the size of the estimate, therefore a large standard error does not necessarily reflect poor accuracy in a relative sense. Another measure of sampling error which is often more relevant when assessing the quality of estimates of differing sizes is the relative standard error (RSE). The RSE is the standard error expressed as a proportion of the estimate, and is usually displayed as a percentage. RSEs provide an immediate indication of the percentage error likely to have occurred due to sampling, without the need to refer to the size of the estimate.

Very small estimates tend to be subject to high RSEs, which detract from their usefulness. In LFS publications, only estimates with an RSE of less than 25% are considered sufficiently reliable for most purposes. Estimates with a larger RSE are marked with an asterisk (\*) to indicate that they are subject to high sampling errors and should be used with caution.

The following table displays the size of the estimates at which the RSE is 25%, as determined by the new standard error models. Any estimate of persons which is less than that displayed in the table will have an RSE greater than 25%. Estimates of hours worked or duration of unemployment with fewer persons contributing to them than displayed in the table will also have an RSE greater than 25%. All estimates with an RSE of 25% or greater would appear with an asterisk in ABS publications, and should be used with caution.

## LEVELS AT WHICH LFS ESTIMATES HAVE A RELATIVE STANDARD ERROR OF 25% - November 2002 onwards(a)

Estimates of:(b)	NSW no.	Vic. no.	Qld no.	SA no.	WA no.	Tas. no.	NT no.	ACT no.	Aust. no.
Aggregate hours worked(c)	7 250	6 060	5 390	2 900	3 560	1 700	1 840	1 560	7 630
Average hours worked(c)	3 020	2 570	2 300	1 240	1 510	720	580	740	2 750
Average duration of unemployment(c)	12 400	10 280	8 830	5 360	5 710	3 160	3 070	3 030	11 310
Median duration of unemployment(c)	44 590	38 540	34 620	23 710	25 260	18 530	35 310	9 330	27 910
All other estimates of employed persons	4 870	3 960	3 710	1 960	2 340	1 170	1 350	1 090	4 830
All other estimates of unemployed persons	6 010	4 890	4 410	2 610	3 020	1 660	3 340	1 500	4 740
All other estimates of persons not in the labour force	6 030	4 800	4 410	2 410	2 990	1 350	1 760	1 320	5 130

(a) For standard errors in earlier periods, see the 2003 edition of Information Paper: Labour Force Survey Standard Errors (cat. no. 6298.0) or issues of Labour Force, Australia (cat. no. 6203.0 or cat. no. 6202.0) for the relevant period.

(b) For estimates of persons in the labour force, use 'All other estimates of employed persons'.

(c) The entries in this table refer to the number of persons contributing to the estimate.

## IMPROVEMENTS TO THE STANDARD ERROR MODELS

Previously, for each state, territory and Australia, a single standard error model has been prepared for level estimates, and another for monthly movement estimates. These models were used to calculate standard errors for all labour force status categories (i.e. employed, unemployed, labour force and not in the labour force). As a result of their broad basis, these models had the effect of underestimating some standard errors while overestimating others.

To improve the accuracy of the models, separate models have been created for level estimates of employed, unemployed, and persons not in the labour force, cross classified by sex, age, marital status, state, territory, capital city and balance of state, for each state, territory, and Australia. A single model for standard errors of all labour force status categories proved sufficient for LFS regions.

With the introduction of the new standard error models, some standard errors for large estimates are higher than previously published. This is not due to the standard errors of the new sample being higher than those for the previous sample; rather it reflects the improved accuracy obtained from the latest models in the estimation of standard errors, which is particularly evident for large estimates.

While the model formulae are available, their use can be time consuming. To make it easier to calculate standard errors for LFS estimates, the ABS has provided a spreadsheet, which is available free on the ABS web site <<https://www.abs.gov.au>> (Themes - People - Labour - LFS Standard Errors). This spreadsheet allows users to quickly calculate the standard error for any LFS level or monthly movement estimate (including rates). In addition, the spreadsheet allows users to calculate the standard error for less common estimates such as averages, aggregates and movements other than monthly. For detailed information on how to use the spreadsheet, refer to **Labour Force Survey Standard Errors, 2005** (cat. no. 6298.0).

It should also be noted that these standard errors apply to original estimates only, not to seasonally adjusted or trend estimates. Work has commenced in the ABS on developing methods to produce accurate standard errors for seasonally adjusted and trend estimates. In the meantime, a reasonable approximation can be made for the standard errors of seasonally adjusted estimates (although not of trend estimates) using the standard errors for original estimates.

## FURTHER INFORMATION

For further information about the new standard error models, see **Labour Force Survey Standard Errors** (cat. no. 6298.0) and the associated standard error calculation spreadsheet (cat. no. 6298.0.55.001) available free on the ABS web site <<https://www.abs.gov.au>>. Alternatively, contact the Assistant Director of Labour Household Surveys on Canberra (02) 6252 5967.

## Spotlight on employment type (Feature Article)

### Feature Article: Spotlight on employment type

This article was published in the October 2005 issue of **Australian Labour Market Statistics** (cat. no. 6105.0).

## INTRODUCTION

The nature of employment has been changing in Australia over the past two decades. People have been particularly interested in the rise in part-time and 'casual' employment during this time. Related issues of interest are changes in the types of benefits for employees, such as leave entitlements, and the extent of self-employment. Until recently, there has been little data available on changes in the types of employment in Australia over time.

The ABS has developed an annual time series on the types of employment that people have. This includes information on employees who are not entitled to paid sick or holiday leave (used as a proxy for 'casual' employees), and people who operate their own business. The series are derived by combining data from the Labour Force Survey (LFS) and the annual Survey of Employee Earnings, Benefits and Trade Union Membership. The time series for employment type was first released in October 2004 for August 1992 to August 2003, the period for which the series is available on a consistent basis.

The October 2004 issue of **Australian Labour Market Statistics** (cat. no. 6105.0) contained an article '**Changes in types of employment**' that presented the time series data and discussed the classification and methodology used to construct the time series. More details of the classification and the methodology used can be found in an appendix to the October 2004 article, available from the ABS web site. This article presents an update of the time series to August 2004.

## EMPLOYMENT TYPE

The series presented in this article are for the following types of employment:

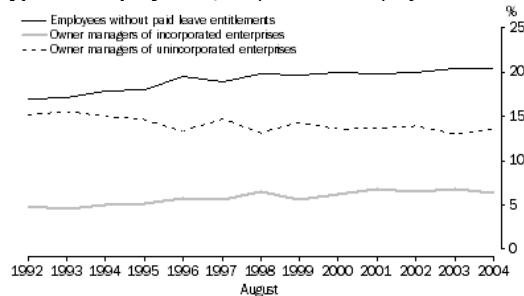
- employee (not an owner manager of an incorporated enterprise)
  - employee with paid leave entitlements
  - employee without paid leave entitlements
- owner manager (**end note 1**)
  - owner manager of an incorporated enterprise (**end note 2**) (OMIE)
  - owner manager of an unincorporated enterprise (**end note 3**) (OMUE)
- contributing family worker.

## CHANGES IN TYPES OF EMPLOYMENT

Between 1992 and 2004, the dominant employment type was an employee **with** paid sick or holiday leave, although the share of employment dropped from 62% in August 1992 to 59% in August 2004. Most of the change occurred in the period from 1992 to 1997, with the proportion remaining relatively stable from 1997 onwards.

Graph 1 shows that over the same period, employees **without** paid leave entitlements rose as a proportion of total employment, from 17% in 1992 to 21% in 2004. Most of this increase occurred in the period to 1998.

1. Types of employment, Proportion of employed - 1992-2004



Most of the increase in the proportion of employed people who were employees without paid leave entitlements is due to changes for men rather than women. The proportion of employed men who were employees without paid leave entitlements increased over the period 1992 to 2004, from 11% to 16%, while the proportion for women remained stable at close to 26% over the same period.

The growth in the proportion of male employees without leave entitlements is partly due to the growth in the number of these men working in the lower skilled occupations. Between 1996 and 2004, 80% of the increase in the number of male employees without leave entitlements occurred in the lower skilled occupations of Intermediate clerical and service workers and Intermediate production and transport workers (comprising skill level 4 jobs) (**end note 4**) and Elementary clerical, sales and service workers and Labourers and related workers (comprising skill level 5 jobs) (**end note 4**). The lower skilled occupations also have the highest proportion of employees without leave entitlements overall. In August 2004, 53% of people working in Elementary clerical, sales and service workers were employees without leave entitlements, followed by Labourers and related workers (40%).

2. Employees without leave entitlements, Change over time for Men - by Occupation

Occupation(a)	1996 '000	2004 '000	Difference '000	%
Skill level 1	63.0	81.7	18.6	10.6
Skill level 2	33.1	49.0	15.8	9.0
Skill level 3	114.9	115.5	0.6	0.4
Skill level 4	185.5	259.1	73.6	41.7
Skill level 5	280.8	348.4	67.6	38.3
Total	677.3	853.6	176.3	100.0

(a) For more detail on skill level see the Australian Standard Classification of Occupations, 2nd Ed (cat. no. 1220.0).

The proportion of owner managers remained stable at about 20% of employment, varying between a minimum of 19.1% and a maximum of 20.5% during the period between 1992 and 2004. However, the split between incorporated and unincorporated enterprises has changed. Owner managers of **incorporated** enterprises increased from 24.3% of owner managers in 1992, to just under a third (32.2%) by 2004.

Those people employed as contributing family workers made up 1% or less of all employed people from 1992 to 2004.

## Full-time/part-time

Although the dominant type of employment is still an employee with paid leave entitlements working full-time, this has declined from 56% in 1992 to 50% in 2004.

There is a strong relationship between working as an employee without paid leave entitlements and part-time employment (**end note 5**). In 2004, 69% of employees without paid leave entitlements worked part-time (down from 75% in 1992).

Between 1992 and 2004, the proportion of owner managers who worked part-time increased from 17% to 19% for owner managers of incorporated enterprises, and from 26% to 29% for owner managers of unincorporated enterprises.

### 3. Employed persons, Type of employment by full-time/part-time status - 1992 and 2004

	Proportion of employed			Total '000	Proportion employed part-time %
	Full-time %	Part-time %	Total %		
<b>1992</b>					
Employees with paid leave entitlements	55.6	6.5	62.0	4 738.3	10.4
Employees without paid leave entitlements	4.2	12.8	16.9	1 294.3	75.3
Owner managers of incorporated enterprises	4.0	0.8	4.9	372.2	17.4
Owner managers of unincorporated enterprises	11.2	3.9	15.2	1 157.0	25.8
Contributing family workers	0.2	0.8	1.0	74.9	78.6
<b>Total</b>	<b>75.3</b>	<b>24.7</b>	<b>100.0</b>	<b>7 636.7</b>	<b>24.7</b>
<b>2004</b>					
Employees with paid leave entitlements	50.0	9.1	59.1	5 661.3	15.4
Employees without paid leave entitlements	6.4	14.1	20.5	1 960.0	68.9
Owner managers of incorporated enterprises	5.2	1.2	6.5	618.4	18.9
Owner managers of unincorporated enterprises	9.6	3.9	13.6	1 301.2	29.0
Contributing family workers	0.1	0.3	0.4	37.0	83.7
<b>Total</b>	<b>71.3</b>	<b>28.7</b>	<b>100.0</b>	<b>9 578.0</b>	<b>28.7</b>

### Age

People in younger and older age groups are much more likely to be working as an employee without paid leave entitlements. At August 2004, two-thirds (66%) of people aged 15-19 years were employees without paid leave entitlements, followed by people aged 20-24 years (35%). This is closely related to the fact that young people are more likely to work in part-time jobs and tend to combine these jobs with study. Almost a quarter (24%) of people aged 65 years and over were employees without paid leave entitlements. Older workers sometimes move into part-time jobs without leave entitlements as they approach their retirement.

People in older age groups were more likely to be owner managers. Of employed people aged 65 years and over, 54% were owner managers, compared with only 1% of employed people aged 15-19 years.

### FOR FURTHER INFORMATION

Spreadsheets containing data of the time series on employment type, from 1992 to 2004, are available free on the ABS web site <<https://www.abs.gov.au>> (AusStats - Publications and Data - Data cubes). They are listed as Table 2 under catalogue number 6105.0. These spreadsheets include estimates of employment type by sex and full-time/part-time status for each of the following variables: age (5 year age groups), state of usual residence, industry and occupation.

Employment type data can also be obtained from the Forms of Employment Survey. An article highlighting data from the November 2004 survey was included in the July 2005 issue of **Australian Labour Market Statistics** (cat. no. 6105.0). From November 2006, the ABS plans to conduct the Forms of Employment Survey annually. This will provide a more detailed employment type classification including information on employees and owner managers working on a contract basis.

For further information, please contact Assistant Director, Labour Market Statistics on Canberra (02) 6252 6662.

### END NOTES

1. **Owner managers** are people who work in their own business, with or without employees, whether or not the business is of limited liability. [< Back](#)

2. **Owner managers of incorporated enterprises** are people who work in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (also known as a limited liability company). [< Back](#)

3. **Owner managers of unincorporated enterprises** are people who operate their own unincorporated enterprise, that is, a business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred. Includes those engaged independently in a trade or profession. [< Back](#)

4. For more detail on skill level see the **Australian Standard Classification of Occupations, Second Edition** (cat. no. 1220.0). [< Back](#)

5. **Part-time workers** are employed people who usually worked less than 35 hours a week (in all jobs) and either did so during the reference week, or were not at work in the reference week. [< Back](#)



# Explanatory Notes

## Explanatory Notes

### INTRODUCTION

**1 Australian Labour Market Statistics** brings together a range of ABS labour statistics to present a statistical summary of the Australian labour market. It has been developed primarily as a reference document, and provides a broad basis for labour analysis and research.

**2** In addition to data from the Labour Force Survey (LFS), this publication contains statistics from a range of other ABS labour surveys including Average Weekly Earnings, the Labour Price Index, Job Vacancies, Employment and Earnings - Public Sector, and Industrial Disputes. The publication also includes summary data from recently released labour force supplementary surveys.

**3** This publication includes international data for selected labour market indicators.

### LABOUR STATISTICS CONCEPTS, SOURCES AND METHODS

**4** The concepts and definitions underpinning ABS labour statistics align closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts of Australia's labour market statistics, and the sources and methods used in compiling the estimates, are presented in **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001), which is available on the ABS web site at <<https://www.abs.gov.au>> [Themes - People - Labour - **Labour Statistics: Concepts, Sources and Methods**].

**5** For an explanation of terms used in this publication, refer to the Glossary.

### LABOUR STATISTICS THEME PAGE

**6** The Labour Statistics theme page is a portal to all labour statistics and related information residing on the ABS web site. The page contains hyperlinks to **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001); information about labour related surveys; and a help page for respondents to ABS labour related surveys. The Labour Theme Page can be accessed at <<https://www.abs.gov.au>> [Themes - People - Labour].

### TREND ESTIMATES

**7** Series in this publication include **original** and **trend** series. Special care should be taken in interpreting data for the most recent months and quarters, as some of the original and all of the trend series are subject to revision.

**8** It is not uncommon for movements in original time series data and those provided from trend series to differ. Movements in a time series of original data may reflect several factors, including:

- longer-term changes in the item being measured (i.e. trend movements)
- short-term irregular changes
- regular seasonal influences
- normal 'trading', 'working' or 'pay' day patterns
- systematic holiday effects.

**9** Trend estimates help the user to identify the underlying magnitude and direction of a time series. Seasonal adjustment removes the effect of the last three listed influences from the data, leaving only trend and short-term irregular movements. Trend estimates are then obtained by removing the effects of the short-term irregularities, which in some series can be a major contributor to movements in the original data.

**10** Trend estimates are produced by smoothing the seasonally adjusted series using a statistical procedure based on Henderson moving averages. At each time point in a series, a trend estimate is calculated using a centred x-term Henderson moving average of the seasonally adjusted series. The moving averages are centred on the point in time at which the trend is being estimated. The number of terms used to calculate the trend varies across surveys. Generally, ABS monthly surveys use a 13-term moving average and quarterly surveys use a 7-term moving average.

**11** Estimates for the most recent time points cannot be calculated using the centred average method as there are insufficient data to do so. Instead, alternative approaches that approximate the smoothing properties of the Henderson moving average are used. This can lead to revision in the trend estimates for the most recent time periods until sufficient data are available to calculate the trend using the centred Henderson moving average. Revisions of trend estimates will also occur with revisions to the original data and re-estimation of seasonal adjustment factors.

**12** Seasonal factors are reviewed at least annually for ABS labour series, to take account of additional original data. The results of the latest reviews were used to compile the trend estimates given in this publication. For further information about the most recent reviews of seasonal factors for the labour surveys, see the following publications:

- for labour force see **Labour Force, Australia** (cat. no. 6202.0)
- for labour price index see **Labour Price Index, Australia** (cat. no. 6345.0)

- for average weekly earnings see **Average Weekly Earnings, Australia** (cat. no. 6302.0)
- for public sector employees see **Wage and Salary Earners, Public Sector, Australia** (cat. no. 6248.0.55.001)
- for job vacancies see **Job Vacancies, Australia** (cat. no. 6354.0).

**13** The general methods used in the ABS for estimating trends are described in **Information Paper: A Guide to Interpreting Time Series - Monitoring Trends** (cat. no. 1349.0).

## RELIABILITY OF ESTIMATES

**14** Estimates in this publication are subject to two types of error:

- sampling error - errors that occur because the data were obtained from a sample rather than the entire population
- non-sampling error - errors that occur at any stage of a survey and can also occur in a census, e.g. incorrect responses to questions, processing errors, frame deficiencies.

**15** For more information on these sources of error, and on measures of these types of errors, including standard errors, refer to the main publications associated with each of the data series presented in this publication (see the relevant sections later in these Explanatory Notes). More information on standard errors applying to LFS estimates is contained in **Information Paper: Labour Force Survey Standard Errors** (cat. no. 6298.0).

## ROUNDING

**16** Estimates have been rounded and discrepancies may occur between sums of the component items and totals.

## LABOUR FORCE SURVEY DATA

### Description of the survey

**17** Data in tables 1.1-1.7, 2.1-2.10, 3.1-3.3, 4.3 and 4.4 are obtained from the Labour Force Survey (LFS), which provides extensive information about the labour market on a monthly basis. The LFS is a component of the Monthly Population Survey (MPS), which includes the LFS and supplementary surveys.

### Monthly Population Survey

**18** The MPS is a population survey based on a multi-stage area sample of private dwellings (currently about 30,000 houses, flats, etc.), and list samples of discrete Indigenous communities and non-private dwellings (hospitals, hotels, motels, etc.), and covers about 0.5% of the population of Australia. The information is obtained from occupants of selected dwellings by interviewers, with the first interview conducted face-to-face and subsequent interviews over the telephone. Once selected, households are included for eight consecutive months before being replaced.

### Labour Force Survey

**19** The LFS has been conducted on a monthly basis since February 1978. Prior to that, from 1964 to 1978, a national survey was conducted quarterly. Telephone interviewing was introduced between August 1996 and February 1997. New questionnaires have been introduced periodically, most recently in April 2001.

**20** The LFS includes all usual residents of Australia aged 15 and over except:

- members of the permanent defence forces
- certain diplomatic personnel of overseas governments, customarily excluded from census and estimated population counts
- overseas residents in Australia
- members of non-Australian defence forces (and their dependants) stationed in Australia.

**21** From July 1993, Jervis Bay Territory has been excluded from the scope of the LFS.

### Supplementary surveys

**22** The supplementary surveys collect additional data on a different topic each month. Many topics covered are rotated on an annual or less frequent basis, while others are included once only. Results from each supplementary survey topic are released separately. A list of topics covered in recent years is in Appendix 3.

**23** Tables 4.1, 4.2 and 4.3 contain data from the annual supplementary surveys Underemployed Workers and Persons Not in the Labour Force. These tables are updated annually.

**24** The supplementary surveys include a subset of the persons included in the LFS (see paragraph 20). The additional exclusions for most supplementary surveys are:

- persons living in private dwellings in remote and sparsely settled parts of Australia
- institutionalised persons
- boarding school pupils.

## Reference period

**25** Interviews are generally conducted during the two weeks beginning on the Monday between the 6th and 12th of each month, with questions relating to the week prior to the interview (the reference week).

## Notes on data

**26** From time to time, changes to survey methodology affect the time series produced. Some examples of changes to this survey are: new questions added to the LFS questionnaire in April 2001; and the introduction of telephone interviewing in 1996-97.

**27** In February 2004 the definition of unemployed persons was changed to include all persons who were waiting to start work and were available to start in the reference week, with consequent revisions to data from April 2001 to January 2004. For further details, see **Information Paper: Forthcoming Changes to Labour Force Statistics** (cat. no. 6292.0).

## Population benchmarks

**28** LFS estimates of persons employed, unemployed and not in the labour force are calculated in such a way as to add up to independently estimated counts (benchmarks) of the civilian population aged 15 years and over. These benchmarks are based on census data adjusted for under-enumeration and updated for births, deaths, interstate migration, and net permanent and long-term migration. This procedure compensates for under-enumeration in the survey, and leads to more reliable estimates.

**29** From February 2004, labour force estimates have been compiled using benchmarks based on the results of the 2001 Census of Population and Housing. Revisions were made to historical estimates from January 1999 to January 2004. These revisions affect original, seasonally adjusted and trend estimates. The next revision is scheduled for February 2009 to take account of the results from the 2006 census.

## Families series

**30** Family relationship is not determined for all households and persons in scope of the LFS. This is due to a number of factors related to the scope and coverage of the LFS, as well as difficulties in determining family structure and characteristics. The survey questions used to determine family relationships are restricted to persons enumerated as usual residents of private dwellings. That is, the following persons are excluded:

- all persons enumerated in non-private dwellings (including hotels, motels, hospitals and other institutions)
- persons enumerated as visitors to (rather than usual residents of) private dwellings.

**31** In addition, in those households where it is not possible to obtain information relating to all the usual residents, no family information is recorded. Thus, persons living in households that include a member of the permanent defence forces, who is outside the scope of the LFS, are excluded from survey questions used to determine family relationships. This also applies to households that, at the time of the survey, had one or more of their usual residents away for more than six weeks, and households from which an incomplete or inadequate questionnaire was obtained for any usual resident in scope of the survey.

## Further information and data on the LFS

**32** LFS estimates are published monthly in **Labour Force, Australia** (cat. no. 6202.0). A series of time series spreadsheets are released at the same time as this publication under cat. no. 6202.0.55.001. More detailed estimates are released, in electronic format, one week later, under cat. no. 6291.0.55.001. All electronic data can be accessed via the ABS web site at <<https://www.abs.gov.au>>. Additional data are available on request.

**33** For further information about the range of LFS products and services, and the concepts and methodology used in the LFS, refer to **Information Paper: Changes to Labour Force Survey Products** (cat. no. 6297.0), **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001), or contact the Assistant Director, Labour Force Survey on Canberra (02) 6252 6565.

## EMPLOYER SURVEY DATA

**34** Tables 2.11, 5.1-5.3, 6.1-6.2 and 7.1 of this publication contain data from ABS employer surveys.

## Scope of employer surveys

**35** Except where otherwise noted, the sample for ABS labour employer surveys is selected from the ABS Business Register, which is primarily based on registrations to the Australian Taxation Office's (ATO) Pay As You Go Withholding scheme. The population is updated quarterly to take account of new businesses, business that have ceased employing, changes in employment levels, changes in industry, and other general business changes. Businesses excluded from the scope of the employer surveys are:

- those primarily engaged in Agriculture, forestry and fishing (except for the Survey of Employment and Earnings)
- private households employing staff
- overseas embassies, consulates, etc.
- those located outside Australia.

## JOB VACANCIES DATA

36 Table 7.1 contains data from the Job Vacancies Survey (JVS).

#### Description of the survey

37 The current Job Vacancies Survey has been conducted since November 1983 and is a quarterly sample survey of approximately 4,600 employers. The survey produces estimates of the number of job vacancies in Australia.

#### Reference date

38 The reference date for the survey is the third Friday of the middle month of the quarter.

#### Notes on data

39 Prior to the August quarter 1999, job vacancies statistics were collected as part of the Job Vacancies and Overtime Survey. The overtime component of the survey ceased following the May quarter 1999.

#### Further information

40 For further information about the range of products and services relating to ABS job vacancies statistics, and the concepts and methodology used, refer to **Job Vacancies, Australia** (cat. no. 6354.0), **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001), the associated time series spreadsheets available from the ABS web site, or contact the Manager, Job Vacancies Survey on Perth (08) 9360 5304.

### PUBLIC SECTOR EMPLOYEES DATA

#### Description of the survey

41 Data in table 2.11 are obtained from a quarterly survey of public sector businesses: the Survey of Employment and Earnings - Public Sector (SEE). This survey has been conducted on a quarterly basis since the September quarter 1983. The survey measures both the number of public sector wage and salary earners employed in the middle month of each quarter and their total quarterly earnings.

#### Reference period

42 The reference period for employees is the last pay period ending on or before the third Friday of the middle month of the quarter. The reference period for gross earnings is all pay periods which end within the quarter.

#### Notes on data

43 The private sector component of the Survey of Employment and Earnings was discontinued after the December quarter 2001.

#### Further information

44 For further information about the range of products and services relating to public service employees, and the concepts and methodology used, refer to **Wage and Salary Earners, Public Sector, Australia** (cat. no. 6248.0.55.001), **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001), or contact the Manager, Survey of Employment and Earnings, Public Sector on Perth (08) 9360 3141.

### AVERAGE WEEKLY EARNINGS DATA

45 Table 5.2 contains data from the Survey of Average Weekly Earnings (AWE).

#### Description of the survey

46 The Survey of Average Weekly Earnings has been conducted quarterly since August 1981. Approximately 4,700 businesses contribute to the survey each quarter. The purpose of the survey is to measure average gross weekly earnings per employee job in Australia.

47 Average weekly earnings statistics represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of number of employees. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force.

#### Reference period

48 The reference period for the survey is the last pay period ending on or before the third Friday of the middle month of the quarter. For non-weekly payrolls, businesses are asked to provide one week's portion.

#### Further information

49 For further information about the range of products and services relating to average weekly earnings refer to **Average Weekly Earnings**,

**Australia** (cat. no. 6302.0), **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001), the associated time series spreadsheets available from the ABS web site, or contact the Manager, Survey of Average Weekly Earnings on Perth (08) 9360 5304.

## WAGE PRICE INDEX DATA

50 Table 5.1 contains data from the **Labour Price Index, Australia** (cat. no. 6345.0) publication.

### Description of the survey

51 The Labour Price Index measure changes in the price of labour services resulting from market pressures, and is unaffected by changes in the quality or quantity of work performed. i.e. it is unaffected by changes in the composition of the labour force, hours worked, or changes in characteristics of employees (e.g. work performance). Information about the wage price indexes has been released for each quarter since September 1997. Approximately 20,000 matched jobs from 4,800 businesses are priced each quarter.

### Reference period

52 The reference period for the survey is the last pay period ending on or before the third Friday of the mid-month of the quarter.

### Further information

53 For further information about the range of products and services relating to the Wage Price Index, and the concepts and methodology used, refer to **Labour Price Index, Australia** (cat. no. 6345.0), **Labour Price Index, Statistics Concepts, Sources and Methods** (cat. no. 6351.0.55.001), the associated time series spreadsheets available from the ABS web site, or contact the Assistant Manager, on Perth (08) 9360 5151.

## INDUSTRIAL DISPUTES DATA

54 Tables 6.1 and 6.2 contain data from the Industrial Disputes collection.

### Description of the survey

55 The ABS has been collecting information about industrial disputes since 1913. The Industrial Disputes collection produces estimates of the number of industrial disputes (where ten or more working days are lost), employees involved, and working days lost.

56 The scope of the Industrial Disputes collection is restricted to employing businesses at which an industrial dispute has occurred. For this collection, industrial disputes are defined as work stoppages of ten working days or more. Ten working days are equivalent to the amount of ordinary time worked by ten people in one day, regardless of the length of the stoppage, e.g. 3,000 workers on strike for two hours would be counted as 750 working days lost (assuming they work an eight-hour day).

57 Effects on other establishments not directly involved in the dispute, such as stand-downs because of lack of materials, disruption of transport services, power cuts, etc. are not included in the scope of this collection.

### Reference period

58 The collection reference period is the calendar quarter.

### Further information

59 For further information about the range of products and services relating to ABS industrial disputes statistics, and the concepts and methodology used, refer to the electronic publication **Industrial Disputes, Australia** (cat. no. 6321.0.55.001) and the associated time series spreadsheets, available from the ABS web site, **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001), or contact the Manager, Industrial Disputes on Perth (08) 9360 5159.

## NATIONAL ACCOUNTS DATA

60 Table 5.3 contains data from the Australian National Accounts.

61 Estimates of compensation of employees are contained within the Income Accounts of the Australian National Accounts, which are published in **Australian System of National Accounts** (cat. no. 5204.0) and **Australian Economic Indicators** (cat. no. 1350.0). For further information on how estimates are obtained, see **Australian System of National Accounts: Concepts, Sources and Methods** (cat. no. 5216.0).

## INTERNATIONAL DATA

62 Table 1.8 contains data from the International Labour Organisation.

63 Estimates of key indicators of the labour markets from various countries have been included for comparison with Australian estimates of labour force participation, employment, unemployment and unemployment rates.

## Glossary

### Active steps to find work

Includes writing, telephoning or applying in person to an employer for work; answering an advertisement for a job; checking factory noticeboards or the touchscreens at Centrelink offices; being registered with Centrelink as a jobseeker; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

### Actual hours worked

The hours actually worked during the reference week, not necessarily hours paid for.

### Adult employees

Adult employees are those employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation.

### Aggregate (actual) hours worked

The total number of hours a group of employed persons has actually worked during the reference week, not necessarily hours paid for.

### Attending full-time education

Persons aged 15-24 years who were enrolled full-time at secondary school, high school, Technical and Further Education (TAFE) college, university, or other educational institution in the reference week.

### Average compensation per employee

**National Accounts.** The total compensation of employees divided by the number of employees.

### Average earnings (National Accounts basis)

See **average compensation per employee**.

### Average hours worked

Aggregate hours worked by a group divided by the number of persons in that group.

### Average weekly earnings

Average weekly earnings represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of number of employees. For information about scope exclusions applying to employer surveys, refer to paragraph 35 of the Explanatory Notes.

### Civilian population aged 15 years and over

All usual residents of Australia aged 15 years and over except members of the permanent defence forces, certain diplomatic personnel of overseas governments customarily excluded from census and estimated population counts, overseas residents in Australia, and members of non-Australian defence forces (and their dependants) stationed in Australia.

### Commonwealth government employees

Employees of all departments, agencies and authorities created by or reporting to the Commonwealth Parliament. Those bodies run jointly by the Commonwealth Government and state governments are classified to Commonwealth.

### Compensation of employees

**National Accounts.** The total remuneration, in cash or in kind, payable by enterprises to employees in return for work done by the employees during the accounting period. Compensation of employees comprises wages and salaries (in cash and in kind) and **employers' social contributions**. Compensation of employees is not payable in respect of unpaid work undertaken voluntarily, including the work done by members of a household within an unincorporated enterprise owned by the same household. Compensation of employees excludes any taxes payable by the employer on the wage and salary bill (e.g. payroll tax, fringe benefits tax). See **Australian System of National Accounts: Concepts, Sources and Methods** (cat. no. 5216.0) for further information.

### **Contributing family worker**

A person who works without pay, in an economic enterprise operated by a relative.

### **Country of birth**

Classified according to the **Standard Australian Classification of Countries (SACC)** (cat. no. 1269.0).

### **Couple families**

A family based on two persons who are in a registered or de facto marriage and who are usually resident in the same household.

### **Dependants**

All family members under 15 years, and all children aged 15-24 years attending full-time education (except those who have a partner or child of their own usually resident in the household).

### **Dependent child**

Any child in a family under 15 years of age or aged 15-24 years who is attending full-time education (except those who have a partner or child of their own usually resident in the household).

### **Dependent student**

A child who is 15-24 years of age, who is attending full-time education, and who has no partner or child of his or her own usually resident in the same household.

### **Discouraged jobseekers**

Persons with marginal attachment to the labour force who wanted to work and were available to start work within the next four weeks but whose main reason for not actively looking for work was that they believed they would not find a job for any of the following reasons:

- considered to be too young/too old by employers
- lacked necessary schooling, training, skills or experience
- difficulties because of language or ethnic background
- no jobs in their locality or line of work
- no jobs available at all.

### **Duration of unemployment**

Under the redesigned LFS questionnaire, implemented in April 2001, the definition of duration of unemployment is the period of time from when an unemployed person began looking for work, until the end of the reference week; or the period of time since an unemployed person last worked in any job for two weeks or more, until the end of the reference week; whichever was the shorter period.

Prior to April 2001, duration of unemployment was defined in the LFS as the period of time from when an unemployed person began looking for work, until the end of the reference week; or the period of time since an unemployed person last worked full-time for two weeks or more, until the end of the reference week; whichever was the shorter period.

### **Employed**

Employed persons include all persons aged 15 years and over who, during the reference week:

- worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (comprising employees, employers and own account workers); or
- worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or
- were employees who had a job but were not at work and were:
  - away from work for less than four weeks up to the end of the reference week; or
  - away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or
  - away from work as a standard work or shift arrangement; or

- on strike or locked out; or
- on workers' compensation and expected to return to their job; or
- were employers or own account workers, who had a job, business or farm, but were not at work.

### **Employed full-time**

See **full-time employed**.

### **Employed part-time**

See **part-time employed**.

### **Employee**

**Labour Force Survey and other household surveys.** A person who works for a public or private employer and receives remuneration in wages, salary, a retainer fee from their employer while working on a commission basis, tips, piece rates, or payment in kind, or a person who operates their own incorporated enterprise with or without hiring employees.

**Employer surveys.** Employees are wage and salary earners who received pay for any part of the reference period. For information about scope exclusions applying to employer surveys, refer to paragraph 35 of the Explanatory Notes.

### **Employee job**

**Wage Price Index.** A job for which the occupant receives remuneration in wages, salary, payment in kind, or piece rates. All employee jobs in all employing organisations (except those excluded from all ABS labour employer surveys) are in scope of the WPI, except the following:

- 'non-maintainable' jobs (i.e. jobs that are expected to be occupied for less than six months of a year)
- jobs for which wages and salaries are not determined by the Australian labour market (e.g. working proprietors of small incorporated enterprises, most employees of Community Development Employment Programs, jobs where the remuneration is set in a foreign country).

For information about scope exclusions applying to employer surveys, refer to paragraph 35 of the Explanatory Notes.

### **Employer**

**Labour Force Survey and other household surveys.** A person who operates their own unincorporated economic enterprise or engages independently in a profession or trade, and hires one or more employees.

**Employer surveys.** A business with one or more employees.

### **Employers' social contributions**

**National Accounts.** Contributions by employers to pension and superannuation funds; and premiums paid by employers to workers' compensation schemes for occupational injuries and diseases.

### **Extended labour force underutilisation rate**

The unemployed, plus the underemployed, plus two groups of marginally attached to the labour force:

- (i) persons actively looking for work, not available to start work in the reference week, but available to start work within four weeks and
- (ii) discouraged jobseekers

as a percentage of the labour force augmented by (i) and (ii).

### **Family**

Two or more persons, one of whom is at least 15 years of age, who are related by blood, marriage (registered or de facto), adoption, step or fostering; and who are usually resident in the same household. The basis of a family is formed by identifying the presence of a couple relationship, lone parent-child relationship or other blood relationship. Some households will, therefore, contain more than one family.

### **Family reference person**

In families which are not couple families or one-parent families, as defined, the family reference person is the eldest person in the



household.

### Former workers

Unemployed persons who have previously worked for two weeks or more but not in the last two years.

### Full-time educational attendance

Persons aged 15-19 who, during the reference week were enrolled full-time at secondary or high schools, and those aged 15-24 who, during the reference week, were enrolled full-time at a Technical and Further Education (TAFE) college, university, or other tertiary educational institution.

### Full-time employed

**Household surveys.** Persons employed full-time are those employed persons who usually worked 35 hours or more a week (in all jobs) and those who, although usually working less than 35 hours a week, worked 35 hours or more during the reference week.

### Full-time employees

**Employer surveys.** Full-time employees are permanent, fixed term and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

### Gross domestic product (GDP)

**National Accounts.** The total market value of goods and services produced in Australia within a given period after deducting the cost of goods and services used up in the process of production but before deducting allowances for the consumption of fixed capital. Thus gross domestic product, as here defined, is at 'market prices'. It is equivalent to gross national expenditure plus exports of goods and services less imports of goods and services. See **Australian System of National Accounts: Concepts, Sources and Methods** (cat. no. 5216.0) for further information.

### Gross mixed income (GMI)

**National Accounts.** The owners of unincorporated enterprises, or other members of their households, may work without receiving any wage or salary. Mixed income includes both **gross operating surplus** for the unincorporated enterprises and returns for the proprietors' own labour (akin to wages and salaries). See **Australian System of National Accounts: Concepts, Sources and Methods** (cat. no. 5216.0) for further information.

### Gross operating surplus (GOS)

**National Accounts.** The amount of gross output remaining after subtracting costs incurred in producing that output, but before any deductions for consumption of fixed capital. See **Australian System of National Accounts: Concepts, Sources and Methods** (cat. no. 5216.0) for further information.

### Household

A group of one or more persons in a private dwelling who consider themselves to be separate from other persons (if any) in the dwelling, and who make regular provision to take meals separately from other persons, i.e. at different times or in different rooms. Lodgers who receive accommodation but no meals are treated as separate households. Boarders who receive both accommodation and meals are not treated as separate households. A household may consist of any number of families and non-family members.

### Industrial dispute

An industrial dispute is defined as a state of disagreement over an issue or group of issues between an employer and its employees, which results in employees ceasing work. Industrial disputes comprise strikes, which are a withdrawal from work by a group of employees; and lockouts, which are a refusal by an employer or group of employers to permit some or all of their employees to work.

### Industry

An industry is a group of businesses or organisations that perform similar sets of activities in terms of the production of goods and services. Industry is classified according to the **Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993** (cat. no. 1292.0). The industry assigned to an employed person is the industry of the organisation in which the person's main job is located. Unemployed persons who had worked for two weeks or more in the last two years are classified according to the industry of their most recent job.

### Job leavers

Unemployed persons who have worked for two weeks or more in the past two years and **left that job voluntarily** - that is, because (for example): of unsatisfactory work arrangements/pay/hours; the job was a holiday job or they left the job to return to studies; or their last job was running their own business and they closed down or sold that business for reasons other than financial difficulties.

### **Job losers**

Unemployed persons who have worked for two weeks or more in the past two years and **left that job involuntarily**: that is, they were laid off or retrenched from that job; left that job because of their own ill-health or injury; the job was seasonal or temporary; or their last job was running their own business and the business closed down because of financial difficulties.

### **Job vacancy**

A job vacancy is an employee job available for immediate filling on the survey reference date and for which recruitment action has been taken. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying public or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are vacancies:

- for jobs which became vacant on the survey date and were filled that same day
- for jobs of less than one day's duration
- to be filled by persons already hired, or by promotion or transfer of existing employees
- to be filled by employees returning from paid or unpaid leave or after industrial dispute(s)
- not available for immediate filling on the survey reference date
- for work to be carried out by contractors
- for which no recruitment action has been taken
- where a person has been appointed but has not yet commenced duty
- to be filled by staff from contract labour agencies
- for jobs available only to persons already employed by the enterprise or organisation.

For information about scope exclusions applying to employer surveys, refer to paragraph 35 of the Explanatory Notes.

### **Labour force**

The labour force is the labour supply available for the production of economic goods and services in a given period, and is the most widely used measure of the economically active population. Persons in the labour force are classified as either employed or unemployed according to their activities during the reference period by using a specific set of priority rules.

### **Labour force status**

A classification of the civilian population aged 15 years and over into employed, unemployed or not in the labour force, as defined. The definitions conform closely to the international standard definitions adopted by the International Conferences of Labour Statisticians.

### **Labour force underutilisation rate**

The unemployed plus the underemployed, as a percentage of the labour force.

### **Local government employees**

Employees of municipalities and shires and other local authorities created by or subject to the provisions of local government legislation, such as county councils in New South Wales.

### **Lone parent**

A person who has no spouse or partner present in the household but who forms a parent-child relationship with at least one dependent or non-dependent child usually resident in the household.

### **Lone person**

A person who makes provision for their food and other essentials for living, without combining with any other person to form part of a multi-person household. They may live in a dwelling on their own or share a dwelling with another individual or family.

### **Long-term unemployed**

Persons unemployed for 12 months or more. See **duration of unemployment** for details of the calculation of duration of unemployment.

### **Long-term unemployment rate**

The number of long-term unemployed persons expressed as a percentage of the labour force.

### **Marginal attachment to the labour force**

Persons who were not in the labour force in the reference week, wanted to work, and:

- were actively looking for work but did not meet the availability criteria to be classified as unemployed or
- were not actively looking for work but were available to start work within four weeks or could start work within four weeks if child care was available.

The criteria for determining those in the labour force are based on activity (i.e. working or looking for work) and availability to start work during the reference week. The criteria associated with marginal attachment to the labour force, in particular the concepts of wanting to work and reasons for not actively looking for work, are more subjective. Hence, the measurement against these criteria is affected by the respondent's own interpretation of the concepts used. An individual respondent's interpretation may be affected by their work aspirations, as well as family, economic and other commitments.

### **Marital status**

See **social marital status**.

### **Mean age**

The sum of the ages of all the persons in a group, divided by the total number of persons in that group.

### **Mean duration of unemployment**

The sum of the duration of unemployment of all the unemployed persons in a group, divided by the total number of unemployed persons in that group.

### **Median age**

The age which divides a group of persons into two equal groups: one comprising persons whose age is above the median; and the other, persons whose age is below it.

### **Median duration of unemployment**

The duration which divides unemployed persons into two equal groups: one comprising persons whose duration of unemployment is above the median; and the other, persons whose duration is below it.

### **Non-dependent child**

A child of a couple or lone parent usually resident in the household, aged over 15 years and who is not a dependent student aged 15-24 years, and who has no partner or child of their own usually resident in the household.

### **Non-family member**

A person who is not related to any other member of the household in which they are living.

### **Not in the labour force**

Persons who were not classified as employed or unemployed.

### **Occupation**

An occupation is a collection of jobs that are sufficiently similar in their main tasks to be grouped together for the purposes of classification. Occupation is classified according to the **ASCO Australian Standard Classification of Occupations, Second Edition** (cat. no. 1220.0). The occupation assigned to an employed person relates to the person's main job. Unemployed persons who had worked for two weeks or more in the last two years are classified according to the occupation of their most recent job.

### **One-parent family**

A family consisting of a lone parent with at least one dependent or non-dependent child (regardless of age) who is also usually resident in

the household.

### **Ordinary time earnings**

See **weekly ordinary time earnings**.

### **Original series**

Estimates produced directly from the survey data, before seasonal adjustment or trend estimation takes place.

### **Other family**

Related individuals residing in the same household who do not form a couple or parent-child relationship with any other person in the household and are not attached to a couple or one parent family in the household. If two brothers, for example, are living together and neither is a spouse, a lone parent or a child, then they are classified as other family.

### **Overtime earnings**

See **weekly overtime earnings**.

### **Own-account worker**

A person who operates his or her own unincorporated economic enterprise or engages independently in a profession or trade, and hires no employees.

### **Participation rate**

The labour force participation rate for any group within the population is the labour force component of that group, expressed as a percentage of the population in that group.

### **Part-time employed**

**Household surveys.** Persons employed part-time are those employed persons who usually worked less than 35 hours a week (in all jobs) and either did so during the reference week, or were not at work in the reference week.

### **Reason for leaving last job**

Unemployed persons who had worked for two weeks or more in the past two years classified by whether they left that job voluntarily, that is, job leavers; or left that job involuntarily, that is, job losers.

### **Seasonally adjusted series**

A time series of estimates with the estimated effects of normal seasonal variation removed. See paragraphs 7-13 of the Explanatory Notes for more detail.

### **Social marital status**

Social marital status is the relationship status of an individual with reference to another person who is usually resident in the household. A marriage exists when two people live together as husband and wife, or partners, regardless of whether the marriage is formalised through registration. Individuals are, therefore, regarded as married if they are in a de facto marriage, or if they are living with the person to whom they are registered as married.

### **State capital cities**

The areas determining the six state capital cities are the Statistical Divisions for those capital cities defined in the **Statistical Geography: Volume 1 - Australian Standard Geographical Classification (ASGC)** (cat. no. 1216.0).

### **State government employees**

Employees of all State government departments and authorities created by, or reporting to, State Parliaments, including organisations for which the Commonwealth has assumed financial responsibility. Following self-government, the Northern Territory and the Australian Capital Territory administrations have been classified to State Governments. Employees of State Governments employed interstate are included in

the estimates of the State in which they are based.

### **Status in employment**

Employed persons classified by whether they were employees, employers, own account workers or contributing family workers.

### **Total earnings**

See **weekly total earnings**.

### **Total hourly rates of pay index excluding bonuses**

**Wage Price Index.** This index measures quarterly change in a weighted combination of ordinary time and overtime hourly rates of pay. See **Labour Price Index, Australia** (cat. no. 6345.0) for more information.

### **Trend series**

A smoothed seasonally adjusted series of estimates. See paragraphs 7-13 of the Explanatory Notes for more detail.

### **Underemployed workers**

Underemployed workers are employed persons who want, and are available for, more hours of work than they currently have. They comprise:

- persons employed part-time who want to work more hours and are available to start work with more hours, either in the reference week or in the four weeks subsequent to the survey
- persons employed full-time who worked part-time hours in the reference week for economic reasons (such as being stood down or insufficient work being available). It is assumed that these people wanted to work full-time in the reference week and would have been available to do so.

### **Underemployment rate**

The number of underemployed workers expressed as a percentage of the labour force.

### **Unemployed**

Persons aged 15 years and over who were not employed during the reference week, and

- had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and were available for work in the reference week, or
- were waiting to start a new job within four weeks from the end of the reference week and could have started in the reference week if the job had been available then.

### **Unemployed looking for first full-time job**

Unemployed persons looking for full-time work who had never worked full-time for two weeks or more.

### **Unemployed looking for first job**

Unemployed persons who had never worked for two weeks or more.

### **Unemployed looking for full-time work**

Unemployed persons who:

- actively looked for full-time work, or
- were waiting to start a new full-time job.

### **Unemployed looking for part-time work**

Unemployed persons who:

- actively looked for part-time work only, or
- were waiting to start a new part-time job.

## Unemployment rate

The number of unemployed persons expressed as a percentage of the labour force.

## Unemployment to population ratio

For any group, the number of unemployed persons expressed as a percentage of the civilian population aged 15 and over in the same group.

## Usual hours worked

The hours usually worked per week by an employed person.

## Wage and salary earners

See **employee**.

## Weekly ordinary time earnings

Weekly ordinary time earnings refers to one week's earnings of employees for the reference period attributable to award, standard or agreed hours of work, calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included are piecework payments and one week's portion of regular production and task bonuses and commissions. Excluded are overtime payments and payments not related to the reference period, e.g. bonus payments for earlier periods of work.

## Weekly overtime earnings

Weekly overtime earnings refers to payment for hours worked in the reference week in excess of award, standard or agreed hours of work, calculated before taxation and any other deductions (e.g. superannuation) have been made.

## Weekly total earnings

Weekly total earnings of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.

## Working days lost

Refers to working days lost by employees directly and indirectly involved in the dispute.

## Working days lost per thousand employees

Calculated for a quarterly period by dividing the total number of working days lost in the period by the total number of employees in the Australian labour force in the period (obtained from the ABS Labour Force Survey) and multiplying by 1,000.

## Abbreviations

The following abbreviations have been used in this publication

ABS	Australian Bureau of Statistics
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCO	Australian Standard Classification of Occupations
ASGC	Australian Standard Geographical Classification
ATO	Australian Taxation Office
AWE	average weekly earnings
EEH	Survey of Employee Earnings and Hours
GDP	gross domestic product
ID	industrial disputes
ILO	International Labour Organization
LFS	Labour Force Survey
LPI	labour price index
MPS	Monthly Population Survey
qtr	quarter
RSE	relative standard error
SACC	Standard Australian Classification of Countries
SEE	Survey of Employment and Earnings
WPI	wage price index

## Data Sources for Tables (Appendix)

### APPENDIX 1 DATA SOURCES FOR TABLES

#### HOW TO FIND DATA SOURCES

To find a publication on the ABS web site, go to <<https://www.abs.gov.au>> [AusStats - Publications and Data - Publications]. Publications can be accessed by catalogue number and subject e.g. to find the publication **Labour Force, Australia** (cat. no. 6202.0), look under '62. Labour force'. Catalogue numbers are listed under the relevant subject listing.

Similarly, to find spreadsheets and data cubes, go to <<https://www.abs.gov.au>> [AusStats - Publications and Data], then [Data Cubes] or [Time Series Spreadsheets]. Individual numbered spreadsheets and data cubes are listed under the catalogue number. Monthly, quarterly and annual products are listed separately.

No.	Table description	Data source	Notes
1.1	Trend	Labour Force, Australia (cat. no. 6202.0) 6202.0.55.001 spreadsheet table 1	
1.2	Age by marital status	6291.0.55.001 spreadsheet table 1	
1.3	States and territories	Labour Force, Australia (cat. no. 6202.0) 6291.0.55.001 spreadsheet table 2	Excludes Capital city/balance of state
1.4	Educational attendance	6291.0.55.001 spreadsheet table 3	
1.5	Country of birth	6291.0.55.001 data cube LM4	More detailed Age Includes Sex, State, less detailed Country of birth
		6291.0.55.001 data cube LM5	Includes Sex, Age, State, less detailed Country of birth
		6291.0.55.001 data cube LM6	Includes Sex, State
		6291.0.55.001 data cube LM7	Includes Sex, State, less detailed Country of birth
	Year of arrival	6291.0.55.001 data cube LM4	Includes Sex, State, less detailed Country of birth
		6291.0.55.001 data cube LM7	Includes Sex, State, less detailed Country of birth
1.6	Relationship in household	6291.0.55.001 data cube FM1 6291.0.55.001 data cube FM2 6291.0.55.001 data cube FM3 6291.0.55.001 data cube FM4	Includes State Includes Age Includes Hours worked Unemployed persons only, includes Duration of unemployment June data only
1.7	Families	6224.0.55.001 data cube FA2	
1.8	International comparisons	International Labour Organisation, Year Book of Labour Statistics 1998, 2000, 2001 and 2002 International Labour Organisation, Key Indicators of the Labour Market 2001-02 International Labour Organisation, LABORSTA database: <a href="http://laborsta.ilo.org">http://laborsta.ilo.org</a>	
2.1	Industry: trend	6291.0.55.001 spreadsheet table 4	Includes Employed full-time, Employed part-time
2.2	Industry: divisions and subdivisions	6291.0.55.001 spreadsheet table 6 6291.0.55.001 data cube E03 6291.0.55.001 data cube E05 6291.0.55.001 data cube E06	Includes Sex, State, Hours worked, less detailed Industry Includes Sex, Age, Status in employment, Hours worked Includes Sex, State, Status in employment, Hours worked, more detailed Industry
2.3	Occupation	6291.0.55.001 spreadsheet table 7 6291.0.55.001 spreadsheet table 12 6291.0.55.001 data cube E07 6291.0.55.001 data cube E08	Less detailed Occupation Includes Hours worked, less detailed Occupation Includes Age, Hours worked, Status in employment Includes State, Status in employment, more detailed Occupation
2.4	Industry and occupation by full-time/part-time status	6291.0.55.001 data cube E09	Includes State, Hours worked
2.5	Industry by status in employment	6291.0.55.001 data cube E04 6291.0.55.001 data cube E05 6291.0.55.001 data cube E06	Includes Sex, State, excludes Industry Includes Sex, Age, more detailed Industry Includes Sex, State, more detailed Industry
	Occupation by status in employment	6291.0.55.001 data cube E04 6291.0.55.001 data cube E07 6291.0.55.001 data cube E08	Includes Sex, State, excludes Occupation Includes Sex, Age, more detailed Occupation Includes Sex, State, more detailed Occupation
	Hours worked in all jobs by status in employment	6291.0.55.001 spreadsheet table 8 6291.0.55.001 spreadsheet table 13 6291.0.55.001 data cube E04 6291.0.55.001 data cube E05 6291.0.55.001 data cube E06 6291.0.55.001 data cube E07	Excludes Hours worked, includes Sex, Employed full-time, Employed part-time Includes Sex Includes Sex, State Includes Sex, Age, Industry Includes Sex, State, Industry Includes Sex, Age, Occupation

2.6	Average hours worked in all jobs by Industry	6291.0.55.001 data cube E08	Includes Sex, State, Occupation
		6291.0.55.001 spreadsheet table 11	
		6291.0.55.001 data cube E03	Includes State
		6291.0.55.001 data cube E05	Includes Age, Status in employment, more detailed Industry
		6291.0.55.001 data cube E06	Includes State, Status in employment, more detailed Industry
	Average hours worked in all jobs by occupation	6291.0.55.001 data cube E09	Includes State, Occupation
		6291.0.55.001 spreadsheet table 12	
		6291.0.55.001 data cube E07	Includes Age, Status in employment, more detailed Occupation
		6291.0.55.001 data cube E08	Includes State, Status in employment, more detailed Occupation
		6291.0.55.001 data cube E09	Includes State, Industry
2.7	Actual hours worked in all jobs	6291.0.55.001 spreadsheet table 9	Includes Industry
		6291.0.55.001 spreadsheet table 11	Includes Occupation
		6291.0.55.001 spreadsheet table 12	Includes Status in employment
		6291.0.55.001 spreadsheet table 13	Includes Age, State
		6291.0.55.001 data cube EM1	Includes State, Industry
2.8	Actual hours worked in all jobs	6291.0.55.001 data cube E03	Includes State, Status in employment
		6291.0.55.001 data cube E04	
		6291.0.55.001 spreadsheet table 9	Includes Industry
		6291.0.55.001 spreadsheet table 11	Includes Occupation
		6291.0.55.001 spreadsheet table 12	Includes Status in employment
	Usual hours worked in all jobs	6291.0.55.001 spreadsheet table 13	Includes Age, State
		6291.0.55.001 data cube EM1	Includes State, Industry
		6291.0.55.001 data cube E03	Includes State, Status in employment
		6291.0.55.001 data cube E04	
		6291.0.55.001 spreadsheet table 10	
2.9	Full-time workers who worked less than 35 hours in all jobs	6291.0.55.001 data cube EM3	Includes Age, State
		6291.0.55.001 data cube EM3	Includes State, Industry
		6291.0.55.001 data cube E10	
		6291.0.55.001 data cube EM2	Includes Age, State, Hours worked
		6291.0.55.001 data cube EM2	Excludes Future employment expectations, includes State, Age
2.10	Future employment expectations by job tenure	6291.0.55.001 data cube E02	
2.11	Public sector employees	Wage and Salary Earners, Public Sector, Australia (cat. no. 6248.0.55.001)	
	Public sector employees: Australia totals	6248.0.55.001 spreadsheet table 1	Includes State
	Public sector employees by level of government: trend	6248.0.55.001 spreadsheet table 2	Includes Commonwealth government, State, seasonally adjusted and original data
		6248.0.55.001 spreadsheet table 3	Includes State government, State, seasonally adjusted and original data
		6248.0.55.001 spreadsheet table 4	Includes Local government, State, seasonally adjusted and original data
	Public sector employees by State: trend	6248.0.55.001 spreadsheet table 1	Includes seasonally adjusted and original data
		6248.0.55.001 spreadsheet table 2	Includes Commonwealth government, seasonally adjusted and original data
		6248.0.55.001 spreadsheet table 3	Includes State government, seasonally adjusted and original data
		6248.0.55.001 spreadsheet table 4	Includes Local government, seasonally adjusted and original data
		6248.0.55.001 spreadsheet table 7a	Includes Industry
	Public sector employees by industry: original	6248.0.55.001 spreadsheet table 7a	Includes State
3.1	Unemployed persons: duration of unemployment by age	6291.0.55.001 data cube UM2	Excludes Age, median Duration of unemployment
		6291.0.55.001 data cube UM3	Excludes median Duration of unemployment
3.2	Long-term unemployed	6291.0.55.001 spreadsheet table 15	
		6291.0.55.001 data cube UM2	Excludes trend data, includes State, more detailed Duration of unemployment
		6291.0.55.001 data cube UM3	Excludes trend data, includes State, Age
3.3	Unemployed persons: reason for unemployment by industry of last job	6291.0.55.001 data cube UQ1	Excludes Industry of last job
		6291.0.55.001 data cube UQ2	Excludes Reason for unemployment
	Unemployed persons: reason for unemployment by occupation of last job	6291.0.55.001 data cube UQ1	Excludes Occupation of last job
		6291.0.55.001 data cube UQ3	Excludes Reason for unemployment
		6291.0.55.001 data cube UQ3	
4.1	Underutilised labour	6105.0 spreadsheet table 1	
4.2	Underutilised labour	6105.0 spreadsheet table 1	
4.3	Underutilised labour	6105.0 spreadsheet table 1	
4.4	Part-time workers	6291.0.55.001 data cube E01	Less detailed Hours worked
4.5	Persons not in the labour force	6291.0.55.001 data cube NM1	
5.1	Labour price index	Labour Price Index, Australia (cat. no. 6345.0)	
	Labour price index: trend data	6345.0 spreadsheet table 1B	
	Labour price index: Australia, states and territories	6345.0 spreadsheet table 2B	
	Labour price index: private sector	6345.0 spreadsheet table 3B	Includes States and territories
	Labour price index: public sector	6345.0 spreadsheet table 4B	Includes States and territories



	Labour price index: industry	6345.0 spreadsheet table 5B	Includes Sector
	Labour price index: occupation	6345.0 spreadsheet table 7B	Includes Sector
5.2	Average weekly earnings	Average Weekly Earnings, Australia (cat. no. 6302.0)	
	Average weekly earnings by sex	6302.0 spreadsheet table 1	Includes Full-time adult total earnings
	Average weekly earnings: private sector	6302.0 spreadsheet table 4	Includes Full-time adult total earnings
	Average weekly earnings: public sector	6302.0 spreadsheet table 7	Includes Full-time adult total earnings
5.3	Compensation of employees	Australian National Accounts: National Income, Expenditure and Product (cat. no. 5206.0)	
6.1	Industrial disputes: working days lost	Industrial Disputes, Australia (cat. no. 6321.0.55.001)	
	Industrial disputes: working days lost by state	6321.0.55.001 spreadsheet table 3a	
	Industrial disputes: working days lost by industry	6321.0.55.001 spreadsheet table 2a	
6.2	Industrial disputes: working days lost per 1,000 employees	Industrial Disputes, Australia (cat. no. 6321.0.55.001)	
	Industrial disputes: working days lost per 1,000 employees by state	6321.0.55.001 spreadsheet table 3b	
	Industrial disputes: working days lost per 1,000 employees by industry	6321.0.55.001 spreadsheet table 2b	
7.1	Job vacancies	Job Vacancies, Australia (cat. no. 6354.0)	
	Job vacancies: Australia, states and territories	6354.0 spreadsheet table 1C	

## List of Articles (Appendix)

### APPENDIX 2 LIST OF ARTICLES

#### July 2005

**Full-time and part-time participation in Australia: a cohort analysis**

**Population, participation and productivity: contributions to Australia's economic growth**

**Spotlight: Employee share schemes**

**Technical report: Changes to coding processes for industry and occupation in the Labour Force Survey**

#### April 2005

**People who work few hours**

**Health, disability, age and labour force participation**

**Spotlight: Methods of setting pay**

**Spotlight: Annual measures of labour underutilisation**

#### January 2005

**Labour force participation in Australia**

**Experimental estimates of the average age at withdrawal from the labour force**

**Spotlight: Employment in information and communication technology (ICT)**

**Spotlight: Labour Price Index**

**Technical report: Implementation of computer assisted interviewing in the Labour Force Survey**

#### October 2004

**Changes in types of employment**

**Mature age people and the labour force**

#### July 2004

**Children living without an employed parent**

**Labour underutilisation**

**Spotlight: Industrial disputes**

**Technical report: Labour Force Survey regions**

**April 2004**

**Job search experience: methods and barriers in finding jobs**

**Trade union membership**

**Spotlight: Occupation**

**Technical report: Improvements to labour force estimates**

**January 2004**

**Employment in information and communication technology**

**Labour force participation: international comparison**

**Technical report: Changes to Labour Force Survey seasonal adjustment processes**

**October 2003**

**Labour market transitions of teenagers**

**Spotlight: Country of birth**

**Spotlight: Multiple job holders**

**Technical report: New Labour Force Survey sample selections: analysis of the effect on estimates**

**July 2003**

**Experimental volume measures of labour underutilisation**

**Unemployment and participation rates in Australia: a cohort analysis**

**Spotlight: Population, participation and productivity: contributions to Australia's economic growth**

**Technical report: Measures of weekly hours worked**

**April 2003**

**Do job vacancies provide a leading indicator of employment growth?**

**Characteristics of underemployed workers**

**Spotlight: Parental leave**

**Spotlight: Methods of setting pay**

**Technical report: Labour Force Survey sample redesign**

Note: the following articles appeared in **Labour Force, Australia** (cat. no. 6203.0).

December 2002

Volatility of labour force estimates

October 2002

Measures of labour underutilisation

February 2002

Seasonal reanalysis of monthly labour force estimates

October 2001

Full-time and part-time employment

August 2001

Experimental estimates: labour force characteristics of Indigenous Australians

June 2001

Duration of unemployment: recent definitional changes

February 2001

Unemployment and supplementary measures of underutilised labour

May 2000

Status in employment data changes: correction

April 2000

Using the unemployment rate series to illustrate the seasonal adjustment process

December 1999

Why are there differences between two seasonally adjusted measures of Australian total employment?

November 1999

Industry, occupation and status in employment data

## Related Publications (Appendix)

### APPENDIX 3 RELATED PUBLICATIONS

Title	cat. no.	Frequency	Latest issue
Information papers and other reference material			
ABS Labour Market Statistics	6106.0.55.001	Irregular	2003
Australian System of National Accounts: Concepts, Sources & Methods	5216.0	Irregular	2000
Changes to Labour Force Survey Products	6297.0	Irregular	2003
Forthcoming Changes to Labour Force Statistics	6292.0	Irregular	2003
Labour Force Survey Sample Design	6269.0	Irregular	2002
Labour Force Survey Standard Errors	6298.0	Irregular	2005
Labour Price Index: Statistics Concepts, Sources & Methods	6351.0.55.001	Irregular	2004
Labour Statistics: Concepts, Sources & Methods	6102.0.55.001	Irregular	ABS web site
Questionnaires Used in the Labour Force Survey	6232.0	Irregular	2004
Labour force supplementary surveys			
Career Experience	6254.0	Irregular	Nov 2002
Child Care	4402.0	Irregular	Jun 2002
Education & Work	6227.0	Annual	May 2004

Employee Earnings, Benefits & Trade Union Membership	6310.0	Annual	Aug 2004
Forms of Employment	6359.0	Irregular	Nov 2004
Job Search Experience	6222.0	Annual	Jul 2004
Labour Force Experience	6206.0	Biennial	Feb 2005
Labour Force Status & Other Characteristics of Families	6224.0.55.001	Annual	Jun 2005
Labour Force Status & Other Characteristics of Migrants	6250.0	Irregular	Nov 2004
Labour Mobility	6209.0	Biennial	Feb 2004
Locations of Work	6275.0	Irregular	Jun 2000
Multiple Jobholding(a)	6216.0	Discontinued	Final issue 2000
Persons Not in the Labour Force	6220.0	Annual	Sep 2004
Retirement & Retirement Intentions	6238.0	Irregular	Nov 1997
Retrenchment & Redundancy(b)	6266.0	Discontinued	Final issue 2001
Underemployed Workers	6265.0	Annual	Sep 2004
Work-Related Injuries	6324.0	Irregular	Sep 2000
Working Arrangements	6342.0	Irregular	Nov 2003
Sub-annual labour surveys			
Average Weekly Earnings	6302.0	Quarterly	May 2005
Industrial Disputes	6321.0.55.001	Quarterly	Jun qtr 2005
Job Vacancies	6354.0	Quarterly	Aug 2005
Labour Force	6202.0	Monthly	Aug 2005
Labour Price Index	6345.0	Quarterly	Jun qtr 2005
Wage & Salary Earners, Public Sector	6248.0.55.001	Quarterly	Jun qtr 2005
Other labour surveys			
Employee Earnings & Hours	6306.0	Biennial	May 2004
Employer Training Expenditure & Practices	6362.0	Irregular	2001-02
Labour Costs	6348.0.55.001	Irregular	2002-03
Confidentialised Unit Record Files			
Employment Arrangements and Superannuation, Australia: Confidentialised Unit Record File	6361.0.55.001	Irregular	Apr to Jun 2000
Employment Arrangements and Superannuation, Australia: Confidentialised Unit Record File, Technical Paper	6361.0.55.002	Irregular	Apr to Jun 2000
Australians' Employment and Unemployment Patterns, 1994-1997: Expanded Confidentialised Unit Record File	6286.0.55.001	Irregular	1994 to 1997
Australians' Employment and Unemployment Patterns: Expanded Confidentialised Unit Record File, Technical Paper	6286.0.55.002	Irregular	1994 to 1997
Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership, Australia: Basic Confidentialised Unit Record File	6202.0.30.001	Biennial	Aug 2004
Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership, Australia-Basic Confidentialised Unit Record File, Technical Paper	6202.0.30.002	Biennial	Aug 2004
Other publications			
Australian Economic Indicators	1350.0	Monthly	Oct 2005
Australian National Accounts: National Income, Expenditure & Product	5206.0	Quarterly	Jun 2005
Australian Social Trends	4102.0	Annual	2005
Australian System of National Accounts	5204.0	Annual	2003-04
Australians' Employment & Unemployment Patterns: First Results	6286.0	Irregular	1994 to 1997
Business Indicators	5676.0	Quarterly	Jun 2005
Census of Population & Housing: Selected Education & Labour Force Statistics	2017.0	Irregular	2001
Education & Training Indicators	4230.0	Irregular	2002
Employment Arrangements & Superannuation	6361.0	Irregular	Apr to Jun 2000
General Social Survey	4159.0	Irregular	2002
Government Benefits, Taxes & Household Income	6537.0	Irregular	1998-99
Household Income & Income Distribution	6523.0	Irregular	2003-04
Measures of Australia's Progress	1370.0	Irregular	2004
Regional Wage & Salary Earners - Electronic Publication	5673.0.55.001	Annual	2000-01
Superannuation: Coverage & Financial Characteristics	6360.0	Irregular	Apr to Jun 2000
Voluntary Work	4441.0	Irregular	2000

(a) Latest data available on request for July 2001.  
(b) Related data available from Labour Mobility.